

12 MONTH WORKSHOP OVERVIEW

Workshop One:

Workshop one provides learners with an overview of the LIA program, including the philosophical underpinnings such as emotional intelligence, reflective practice and leading and developing others. An overview of assessment requirements is also given. Learners explore emotional intelligence within the context of leadership to form a foundation from which to explore other key topics in the program.

Workshop Two:

Workshop two focuses upon three key topics; mentoring, behaviour styles and part one of reflective practice. Together, learners explore mentoring as a method they will utilise in their respective workplaces to demonstrate their ability to lead and develop another. Behaviour styles are also explored as an essential skill for good leadership. Part one of reflective practice is delivered in this workshop where learners are introduced to a reflective practice framework influenced by the work of Donald Schon.

Workshop Three:

Workshop three is a very interactive learning experience in which learners undertake a communication audit and continuous improvement planning process. Learners are then introduced to various methods they can utilise to lead and develop others before they engage in a facilitation exercise where they are provided direct feedback regarding performance from peers and trainer/s. Group birds-eye processes take place throughout the day, making this a robust learning environment.

Workshop Four:

Learners engage in a robust analysis and feedback process with a peer concerning their current level of emotional intelligence. Learners are introduced to action learning as a creative problem solving methodology they have to implement in their respective workplaces. Part two of reflective practice takes place in this workshop where learners have the opportunity to engage in a real group based reflective practice session.

Workshop Five:

Workshop five requires learners to undertake a comprehensive audit of their organisation's human resource management practices and the manner in which these impact upon service delivery. Learners also work in groups to establish a collaborative change plan in response to broad audit outcomes using an open space process.

Workshop Six:

The vitally important leadership concepts of power, control and influence are examined in an interactive manner in workshop six. Activities challenge learners to consider their leadership style in terms of their preferences regarding the use of control and influence while also exploring their experiences of organisational sources of power.

Workshop Seven:

In workshop seven, learners are introduced to project management theory in which planning frameworks and implementation processes are examined. Other key topics include project goal setting, key performance indicators, measuring success, risk management and evaluation frameworks. Learners will also explore behaviour styles in relation to project management.

Workshop Eight:

This is a recognition workshop in which learners engage in a robust diversity audit and project management planning process where they are able to demonstrate their skills in managing diversity, continuous improvement, risk management and project planning. Learners will be expected to put into practice the project management theory examined in workshop seven.

Workshop Nine:

Workshop nine provides learners the opportunity to explore the nature of conflict and their current practice in relation to how they perceive and manage conflict. Performance development theory is also examined and learners are introduced to a range of managerial dilemmas which they are required to work through.

Workshop Ten:

The LIA program culminates with a focus upon supervision and negotiation skills in the first part of the day. The program is brought to a close with a challenging debate where learners are strategically separated into teams and given time to prepare for a debate concerning some provocative leadership propositions.