



Advanced Diploma of Community Sector Management (CHC60308)

Leadership in Action: a program for experienced managers

What's it all about?

The Advanced Diploma of Community Sector Management Leadership In Action (ADCSM LIA) is a nationally recognised qualification from the Community Services Training Package (CHC08). ADCSM LIA is delivered to experienced individuals already in management and/or leadership roles, which is why we are able to roll the program out over eight to ten workshops (depending upon experience). In this respect, we have built-in a degree of recognition of existing skills and knowledge, therefore reducing the delivery time and format.

So what is so unique about the Advanced Diploma of Community Sector Management?

Traditional leadership training programs often have a strong focus upon hard skills; the technical and rational capabilities required of managers and leaders such as budgeting, risk management and reporting. However, contemporary research and literature suggest these types of skills are capabilities best learnt "on-the-job". The same research indicates that a more pressing component of skill development for leaders and managers is in the area of soft skills.

Soft skills are about managing self, individuals and teams in a changing and challenging world. ADCSM LIA utilises the concept of emotional intelligence to explore interpersonal skills, developing the ability to identify, assess and manage the emotions of one's self, of others and of groups.

Utilising the method of reflective practice, participants are supported in developing the five emotional intelligence competencies: self-awareness, empathy, motivation, self-regulation and social skills.

During the program, participants will have the opportunity to:

- identify their leadership style and discover how they can adjust their behaviour to work most effectively with diverse colleagues and managers. This assists leaders to increase their capacity to lead and develop others, a key characteristic of successful managers.
- mentor a colleague for the duration of the program - a satisfying and rewarding role.
- explore the balance between influence and control, and consider ways of dealing with interpersonal conflicts and HR issues.
- investigate strategies to address a range of management dilemmas.
- explore Action Learning as a creative problem-solving methodology

Places are limited and selection criteria will be assessed as part of the application process The Advanced Diploma of Community Sector Management is an initiative of the Mental Health Coordinating Council Learning & Development Unit