

Leadership in Action...

a program for experienced managers

Aligned to Advanced Diploma of Community Sector Management (CHC60308)

What is it all about?

The Leadership In Action (LIA) program is delivered by the Mental Health Coordinating Council (MHCC) Learning and Development Unit (LDU). LIA is aligned to the Advanced Diploma of Community Sector Management (CHC60308) which is a nationally recognised qualification from the Community Services Training Package (CHC08). 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 LIA?

Traditional leadership training programs often have a strong focus upon *hard skills*; the technical rational capabilities/skills required of managers and/or leaders such as budgeting, risk management and reporting. However, contemporary research and literature suggest these types of skills are threshold capabilities best learnt *on-the-job*. This same research and literature identify a more pressing area of skill development for leaders and managers to be in the area of soft skills.

Soft skills are about managing self, individuals and teams in a changing and challenging world. Successful managers display strong interpersonal skills. LIA utilises the concept of emotional intelligence to explore and develop interpersonal skills, developing the ability, capacity and/or skill to identify, assess and manage the emotions of one's self, of others and of groups

LIA has a strong focus on supporting individuals engaged in the program to develop their ability in relation to the five emotional intelligence competencies; self-awareness, empathy, motivation, self-regulation and social skill. Reflective practice is the method LIA draws upon to support the development of these five emotional intelligence competencies.

During the program, participants identify their leadership style and discover how they can adjust their behaviour style to work with diverse colleagues and managers. This assists leaders to increase their capacity to lead and develop others (a key characteristic of successful managers). As part of the program LIA participants have the opportunity to mentor a colleague for the duration of the program; a satisfying and rewarding role.

Participants explore the balance between influence and control and consider ways of dealing with interpersonal conflicts and HR issues. They also investigate strategies to address a range of management dilemmas.

At a broader level, participants are introduced to Action Learning as a creative problem solving methodology and are required to engage in this dynamic process in the workplace where groups are formed to solve an organisational problem. In this respect, employers have a real return on their investment in supporting employees to engage in the program.

At an individual level, the return on investment rests upon the degree to which each participant is prepared to embrace the program. Our experience tells us that if participants are prepared to make the investment, then LIA can have the types of impacts upon leadership potential unheralded in the world of training.

Places are limited and a selection process is required.... so application is essential!

An initiative of the Mental Health Coordinating Council Inc Learning & Development Unit