



We are proud to be offering this tailored professional development program in partnership with LG Professionals Tas



2021

SMALL BITES BIG TOPICS

A MANAGEMENT MASTERY
PROGRAM TAILORED FOR
TASMANIAN LOCAL GOVERNMENT

COMMENCING: FEBRUARY 2021

FOR: NEW & EXISTING MIDDLE MANAGERS,
FRONTLINE MANAGERS, SUPERVISORS,
TEAM LEADERS, COORDINATORS

"There is nothing else on the market like this. We saw absolutely amazing differences in our managers that no other trainer has ever been able to achieve."

-HR MANAGER Regional Council
Tas

WHY WAS THE PROGRAM CREATED?

The Middle and Frontline Management cohort plays an integral role in shaping culture and is vital to the success of a Council achieving its strategic and operational goals effectively. In the context of leadership development, Middle Management has historically been an under-served group across the sector,

Today's ever-changing workplace environment is challenging for leaders at all levels and requires an understanding of the challenges and the specific skills required to effectively lead and manage in these times. This program has been developed to equip newly appointed or longer-term managers, team leaders, coordinators and supervisors with the skills and knowledge to effectively lead and manage in today's ever changing work environment.

Leaders at all levels need to be equipped for today's unique challenges with the right skills, tools and knowledge to effectively lead and manage themselves and others to fuel engagement and a positive, healthy workplace culture. Learning these skills and understanding how to apply them is imperative for those in leadership roles to effectively lead in today's workplace environment.

BIG TOPICS HIGHLIGHTS

- * The Changing World of Work, Workplace Culture & Today's New Leadership Skills
- * Transformational Leadership & the Role of Critical Reflection in Positive Cultural Change
- * Fostering and Sustaining a Healthy Workplace Culture of Engagement & Motivation
- * Building Strong Communication Foundations for Trust and Real Conversations
- * Understanding Generational Differences, Challenges & Your Management Approach
- * Leading with Purpose & Intention, Managing Yourself & Leading Others
- * The Imperatives in Leadership Today - E.Q., Adaptability, Sense-making & Resilience
- * The Art of Coaching & Delegation - the Link to Succession Planning & Great Team Dynamics

WHAT IS SMALL BITES BIG TOPICS?

Small Bites Big Topics is a high-impact training program created to deliver lasting results and drive positive cultural change. This is achieved through a unique, blended learning format consisting of; a series of five group training workshops, personal action plans and an individual coaching program delivered over a period of several months.

This targeted program is an excellent investment in high-impact, professional development and covers topics that will empower participants with the skills, tools and the knowledge they need to effectively lead a healthy and inclusive culture, implement operational plans and manage people in today's dynamic workplace. The program aligns the expectations of leadership in Local Government today with the skills and knowledge required to lead with intention, influence and impact.

"Every step of the way you can see Christine's measure of success is the way we achieve and how well we implement the learning."

-TEAM LEADER Local Gov, Tas

"I took so much out of it professionally and I also took a lot out of it personally. There are tools that have been embedded in my persona that I use regularly."

-Works & Services Manager
Local Gov Tas

PROGRAM OVERVIEW

The design and content of the program has been developed in line with latest and world's leading research in learning and development design and leadership theory to impact the transference of skills into measurable outcomes and enduring results in the workplace.

The program structure; commencing February 2021, is a series of 5 group workshops over a period of 6 months with an individual coaching program of 3 coaching sessions delivered throughout the course of the program.

Action-oriented learning is a key focus of the program; participants will apply their learning from the workshops through their individual action plans which will be reviewed throughout the program workshops and in the individual coaching sessions. Participants will pair up with an accountability partner at the commencement of the program to share and review their action plan progress with, for the duration of the program.

WORKSHOPS

There are five group training workshops delivered over six months and each workshop is five hours in duration.

The group workshops will commence at 10am and finish at 3pm. The timeline below shows where the individual coaching sessions will occur.

- 01 Understanding the changing world of work & today's new leadership skills. Leading with purpose, intention & E.Q
- 02 Motivation, engagement & workplace culture. Self-Awareness, management styles, strengths, limitations & challenges.
- 03 Team Dynamics, developing high performing teams, understanding communication styles and generational differences
- 04 Building a strong foundation of trust for real conversations and communicating with influence and impact.
- 05 Coaching, mentoring, delegating: in-person and virtually, strategic thinking, succession planning and decision making for operational planning and management.

LOCATIONS:

HOBART

CAMPBELL TOWN

DEVONPORT

TIMELINE

FEBRUARY 2021

PROGRAM RUNS OVER A 6 MONTH PERIOD

AUGUST 2021

WORKSHOP

WORKSHOP

WORKSHOP

WORKSHOP

WORKSHOP

01

02

COACHING

03

04

COACHING

05

COACHING

YOUR FACILITATOR

The program will be facilitated by Christine Turnbull, founder of the People on Purpose Group, a Tasmanian based organisational development consultancy. Christine is a highly experienced and engaging facilitator and coach who has been working with the Local Government sector throughout Tasmania for over a decade in an organisational and leadership development capacity. Christine is an accomplished and experienced leadership development specialist and coach who is passionate about people development and transformational leadership. She holds qualifications in; Leadership and Management, Business Management, Training and Assessment, Coaching. She is accredited and qualified to deliver and assess several diagnostic assessments including; Tri-Metrix, DISC, E.Q, Workplace Motivators, Myers Briggs, Clifton StrengthsFinder.

YOUR INVESTMENT

All inclusive; All program resources & materials.
Workshops, Individual Coaching Program
Morning tea & Lunch provided at all workshops.
The program will be delivered in a COVID safe manner.

Member Rate: \$ 2,980 + gst

*Non-Member Rate: \$ 3,350 + gst



Member rates are available to current financial members. Non-members are invited to apply for membership prior to registering to access the discounted rate and receive ongoing communications, discounts and other membership benefits.

HOW TO REGISTER YOUR INTEREST

We are committed to delivering a program that will have a positive and lasting impact on each participant in their leadership role. To ensure this is the right program for you, we schedule a phone meeting with you to discuss the program, answer any questions and assess your suitability for a place in this program.

Depending on interest and the location of successful applicants we may add locations. Participants will be notified of venues, dates and times when their application has been confirmed.

Places are limited to 24 participants per group to ensure optimum outcomes.

TO REGISTER YOUR INTEREST AND SCHEDULE A CALL;

PHONE: 0449 293 562 or EMAIL: christine@peopleonpurpose.com.au



PEOPLE ON
PURPOSE

LET'S TALK

PROGRAM MANAGER

Jessica Storm

jessica@peopleonpurpose.com.au

0431 140 869

PRINCIPAL FACILITATOR

Christine Turnbull

christine@peopleonpurpose.com.au

0449 293 562

www.peopleonpurpose.com.au