

Leadership capability development

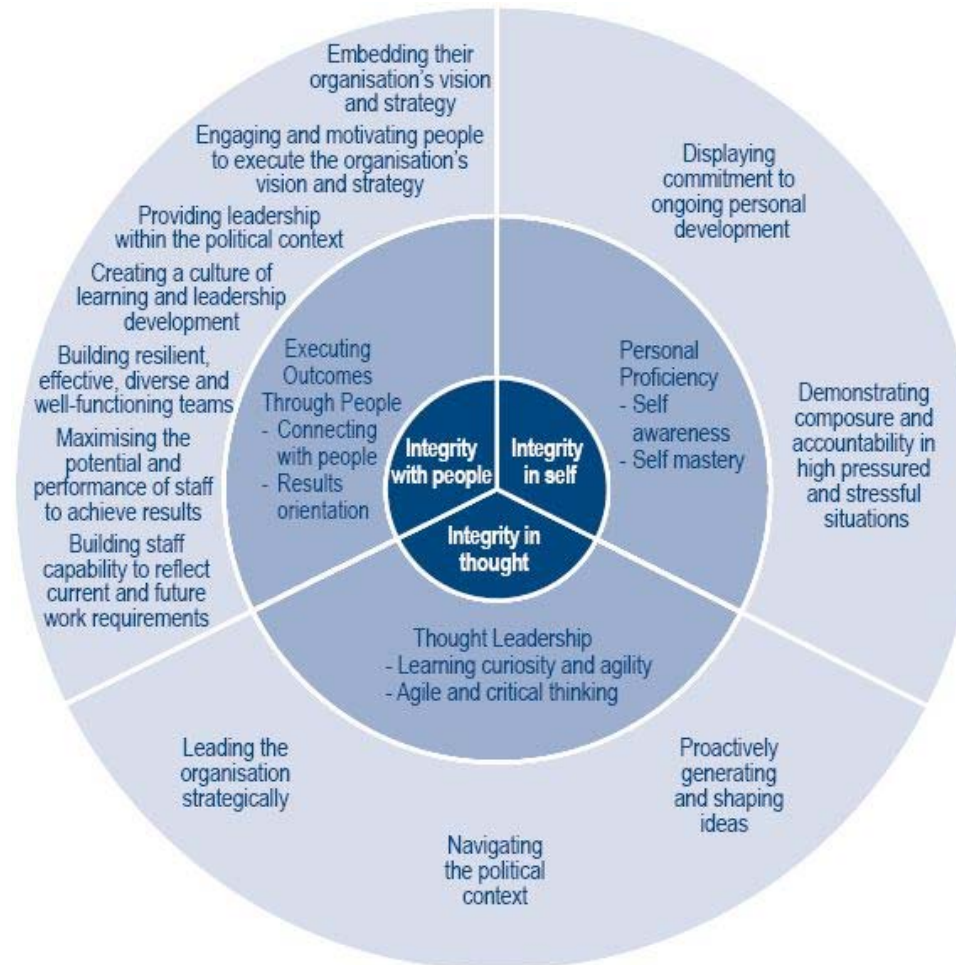
The imperatives

Leanne Ansell-McBride
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A business imperative – not an HR initiative

- All Secretaries of Victorian public service (VPS) Departments identified the need for a new approach
- Victorian Leadership Development Centre established to take a “whole of VPS” approach to leadership development
- Governed and funded by a Board comprising all VPS Department Heads
- A business imperative, driven by business leaders, not an HR initiative

Defining leadership success

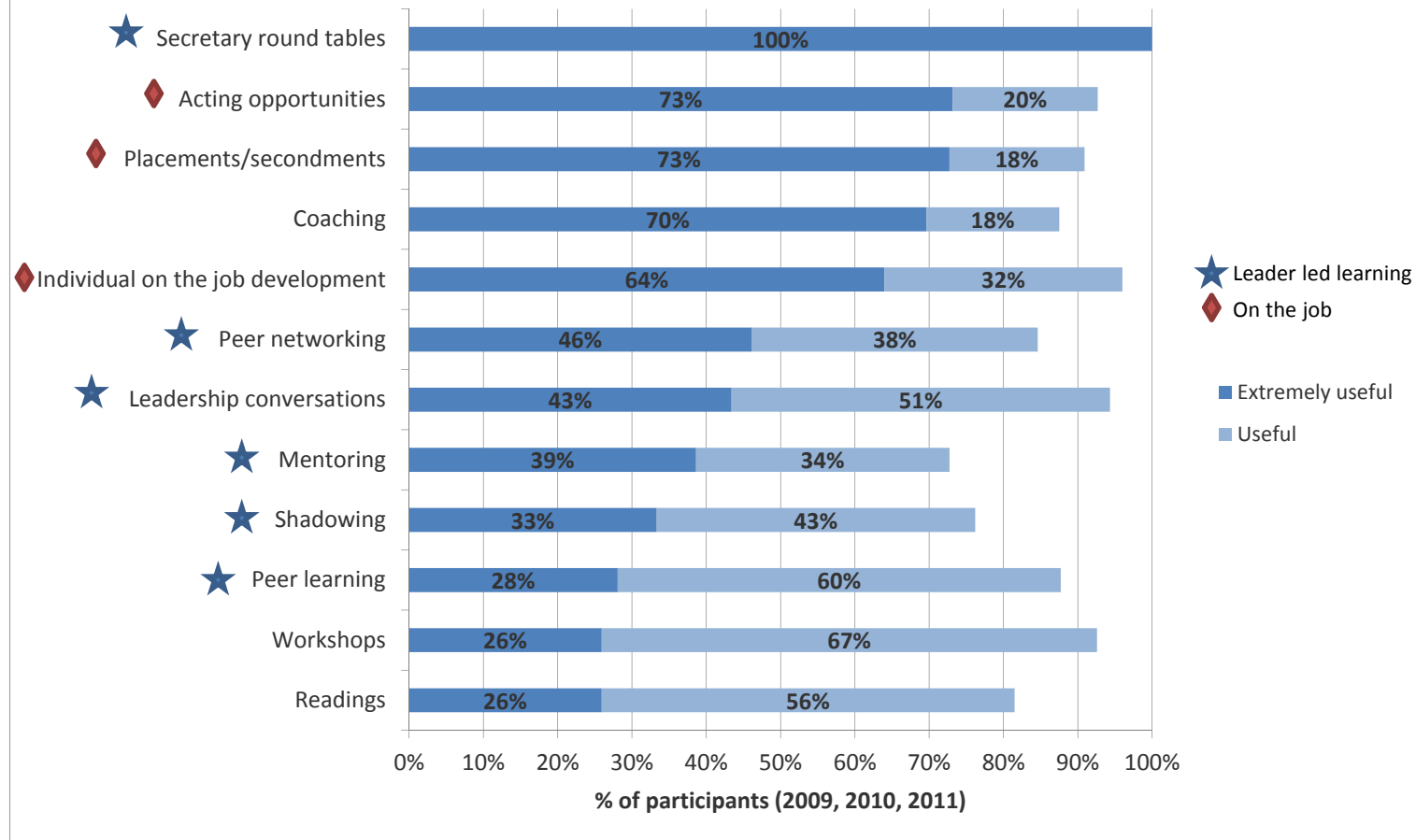


Assessing leadership

- Leadership risk and leadership potential
- Nomination
- Assessment
 - Two “days in the life of a secretary”
 - One “day in the life of a deputy secretary”
development centres –
designed and co-assessed by the Secretaries

Developing leadership

Most useful development activities



Leader led development

- Peer learning sessions

- "The peer learning sessions have provided a collegiate learning environment where I have gained a greater insight into the policy and strategy issues faced by my peers, discussed and reflected on options and ideas in a constructive and positive environment, built network relationships and practiced my own presentation and strategic thinking skills"

- Leadership conversations

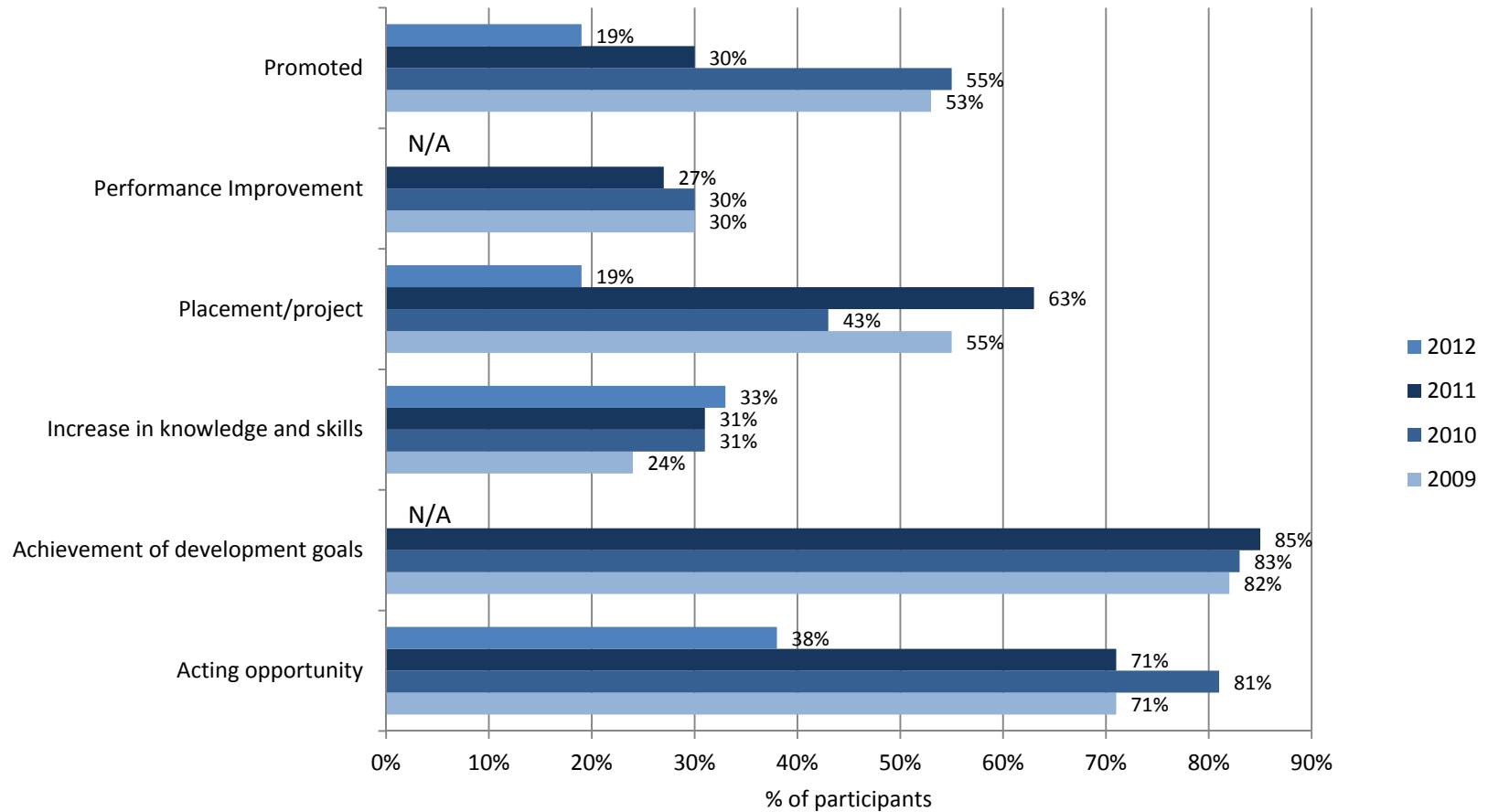
- "Leadership conversations [were the most useful] – these leaders demonstrated their leadership in a practical, real way and were incredibly inspiring"

- Secretary roundtables

- From participants - "the Secretary roundtable sessions have been very beneficial in terms of allowing us to engage on a personal level with such experienced leaders and observe the differences in style and approach"
- From the secretaries - "I am finding these sessions very rewarding as I am learning a lot from the participants. True and very useful as I am learning for free. Great way to keep in touch and to learn"

The bottom line impact

Executive leadership program



Cultural impacts

- Cascade down and cascade up
- The leader's role in learning
- Learning is not training
- Creating a culture of mindful and legitimate learning
- Beyond the program – ongoing commitment to the learning journey
- “Pay it forward” – retention and attraction

More information?

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