

The Advanced Leadership Program

Supporting the development of exceptional female school leaders

Created to provide tailored development and support to Australia's growing pool of senior female school leaders, the Advanced Leadership Program is enabling the advancement of high potential women across all school sectors. During a career-defining six month journey, participants accelerate their career potential and become part of an exclusive cohort of exceptional female leaders.



MONASH
University

This program is approved for 12 credit points towards Monash University's Master of Education and Master of Leadership. Subject to Monash University admission requirements.

nesli
NATIONAL EXCELLENCE IN
SCHOOL LEADERSHIP INITIATIVE

**WOMEN & LEADERSHIP
AUSTRALIA**

**home
economics
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heia
2017 national
conference

11-13
january
rydges
melbourne
australia



Rosie Sciacca accepting her full scholarship from President Kay York at the HEIA(Q) 2016 state conference



Partial scholarship winners accepting their awards at the 2016 HEIA(Q) State Conference

What is the Advanced Leadership Program?

The Advanced Leadership Program is an integrated development platform focusing on the interpersonal and behavioural dynamics associated with a senior leadership position. Delivered over an extended six-month period to ensure minimal disruption to participants workload, the program combines rich, multi-media presentations with user-friendly toolkits delivered via a cutting edge online learning platform.

During the program participants engage in a deep exploration of their own strengths, weaknesses and opportunities as they relate to building and maintaining highly effective school teams. The Advanced Leadership Program equips leaders with the insights, skills and confidence to accelerate their own career progression as they simultaneously strengthen the performance of their colleagues and their school.

Regularly engaging in highly interactive learning experiences, participants share their journey with like-minded colleagues across the country. In addition to delivering high impact professional development, the program sets out to create powerful, life-long professional networks.

The program employs an integrated learning methodology based around self-analysis, peer knowledge-sharing, experiential exercises, practical workplace application and reflection.

Throughout the program, learnings are related back to the day-to-day realities and challenges of each participant. This process is enhanced through participant-generated discussions and adaptive leadership challenges that unlock existing skills and experience within the group.



“Participants are challenged with the unfamiliar, where they can reflect and gain deeper insight into their leadership thinking, styles and behaviours. They are motivated to see themselves as leaders in new ways and to take their leadership skills and careers to the next level.”

Suzi Finkelstein, Women & Leadership Australia

Pathway to a world standard Masters qualification

An academic partnership between NESLI and Monash University is now enabling teaching professionals across the country to gain credit towards the Master of Education and Master of Leadership through their participation in the Advanced Leadership Program.

Under the partnership, Advanced Leadership Program graduates are able to apply for 12 credit points via specified credit for Leadership studies unit (EDF5670) towards the internationally respected Master of Leadership. This equates to 25% of the qualification. Alternatively, graduates may apply for credit in the Master of Education course. In which case, 12 points of unspecified credit will apply.

Importantly, both the Master of Education and Master of Leadership include fully online options enabling teaching professionals from anywhere in Australia to realise a world standard advanced degree qualification.

Interested parties must complete the Advanced Leadership Program in line with established criteria and satisfy Monash University statute, regulations, policies and procedures.

For more information please contact the NESLI Admissions Department.



MONASH
University



Why have a leadership program exclusively for female school leaders?

Through broad consultation across many geographical and industrial boundaries, WLA has uncovered a significant need for a developmental program that enables high potential female school leaders to engage in an intensive, peer-oriented leadership development experience.

In response to this need, WLA engaged a wide range of stakeholders across a number of key industries to assist in the development of the Advanced Leadership Program. In addition to delivering exceptional professional development, the program sets out to create powerful role models for future female leaders.

The Advanced Leadership Program is based upon a framework that focuses on interpersonal and behavioural dynamics central to the successful management and leadership of others. The program does not deal with the technical or administrative aspects of management.

In addition to enabling real outcomes for individual Leaders, the Advanced Leadership Program is recognised internationally as a unique and innovative program that contributes in a meaningful way to the realisation of gender equity in relation to formal school leadership.

The following pedagogical principles inform the program's development:

- The program is grounded in evidence-informed managerial and leadership competencies.
- Research-based competencies are translated into a practical context with maximum on-the-job applicability.
- The program adopts a blended learning methodology that is based on proven principles of adult learning (combining knowledge-sharing, experimental participation, practical application and reflection).
- The program is grounded in principles of authentic leadership and values-based leadership.
- The program is supported by the development of leadership and managerial competencies at the individual (one's own), team (interpersonal), and organisational (system and cultural) levels.

Program elements explained

The program alternates between delivery modes to create a rich and engaging learning environment.



Capability assessment

At the beginning of the program, participants undertake a capability assessment to evaluate their ability and confidence in key areas. Results from this simple assessment support each participant to develop a personal action plan to help them achieve their developmental objectives.



Online sessions

Throughout the program participants engage in seven live webinar sessions, focused on rich discussion and debate, relevant to each topic area.



Adaptive leadership challenges

Throughout the program, participants take part in a number of adaptive leadership challenges. By contextualising major themes within real world situations, the challenges reinforce key learning and equip participants to operationalise new approaches.



Peer coaching

During the program participants enter into a peer mentoring partnership with a co-participant. The peer mentoring process is fundamental to the program and greatly enhances the learning process.



Self-directed learning

Throughout the program, content and media for each module is accessible 24/7 via a state-of-the-art online learning management system that allows participants to engage with it any time from any device.



Interactive online community

During the program, participants have 24/7 access to the interactive online portal which connects them with other female leaders from across the country.

Capability assessment	ALLOW 1:00
Online session 1: Program orientation	ALLOW 1:00
Online session 2: Mindful and authentic leadership	ALLOW 2:00
Adaptive Leadership Challenge 1	ALLOW 2:00
Peer Coaching Session: 1	ALLOW 2:30
Online session 3: Conflict and feedback	ALLOW 2:00
Adaptive Leadership Challenge 2	ALLOW 2:00
Peer Coaching Session: 2	ALLOW 2:30
Online session 4: Influencing and negotiation	ALLOW 2:00
Adaptive Leadership Challenge 3	ALLOW 2:00
Peer Coaching Session: 3	ALLOW 2:30
Online session 5: Leading Innovation and Change	ALLOW 2:00
Adaptive Leadership Challenge 4	ALLOW 2:00
Peer Coaching Session: 4	ALLOW 2:30
Online session 6: Creating my Pathway	ALLOW 2:00
Adaptive Leadership Challenge 5	ALLOW 2:00
Peer Coaching Session: 5	ALLOW 2:30
Online session 7: Reconnect	ALLOW 2:00

6 months



“Our economy, companies and society all benefit from more women in leadership. From an increase in organisational and economic performance and from an equality point of view the move toward gender diversity is inevitable. The differences between men and women should be harnessed to improve team outcomes across industries. Courses that directly target harnessing the leadership potential of women help achieve this goal and WLA is at the forefront of education and empowering women to advance to leadership positions.”

Tina Brothers, Executive Director, The Reibey Institute

Program themes explained

Mindful and authentic leadership

The first theme introduces participants to a values-based operational framework as they explore the relationship between personal authenticity and effective performance. Participants take a deep dive into the traits and behaviours that define exceptional leaders in today's society; and consider how to synthesise their personal aims and objectives with that of their role in order to optimise their impact and stay focused on their goals.

Conflict and feedback – the DNA of performance

When handled effectively, conflict leads to a better awareness of other people's feelings and can be highly productive. The second theme approaches conflict and feedback as proactive performance management tools and fundamental ingredients in effective communication.

Mastering influencing and negotiation

Our ability to effectively influence and negotiate with others is fundamental to success in all areas of life. As leaders we use these skills every day to settle differences and achieve optimal outcomes for our school. The second theme will explore the psychology involved in influencing others and negotiating for a particular outcome.

Leading innovation and change

This theme focuses on the leadership qualities involved in driving innovation and change. Using a case study approach, participants explore the way in which innovation and change are inextricably intertwined. Participants then examine leadership challenges during times of crisis, gaining an understanding of the way in which they can help build a flexible, agile organisation.

Creating my pathway

As our everyday environments increase in complexity it is easy to become distracted by the immediate at the expense of what's truly important. The final theme centres on developing a coherent and dynamic 'game plan' for future career and life fulfilment. Within the context and expectations of their own workplace, participants consider the steps required to fully realise their career potential.

"Nesli Women & Leadership was the best Leadership development I have ever participated in. It has supported me to be mindful of my leadership and make deliberate acts of leadership on a daily basis. I have recharged, feel inspired and informed, with a myriad of leadership strategies, tools and research to continue my journey in education and leadership".

Rubina Wheeler, Principal, Newton School

PROGRAM SNAPSHOT	
 6 MONTHS	PROGRAM DURATION
 2 HOURS	AVERAGE WEEKLY TIME COMMITMENT
PROGRAM ELEMENTS	
Self-diagnostic	1
Peer Coaching Sessions	5
Interactive Webinar Sessions	7
Adaptive Leadership Challenges	5

LEARNING FOR SELF, TEAM AND SCHOOL

During the program, participants are constantly prompted to reflect on the program content and themes in three distinct ways; how the concepts addressed directly impact their leadership capability, how they can be extended to their team members to make them more effective and how they can be adapted for use in the classroom. This process helps to ensure participants build up a comprehensive and sustainable 'toolkit' for developing those around them during and after the program.

Application Process

Interested parties are required to complete a program Application Form. Admission into the program is at the discretion of NESLI. The application form may be obtained by contacting the NESLI office on 1300 138 037.

Who is the program for?

The Advanced Leadership Program has been developed to meet the needs of a senior cohort of female school leaders. Accordingly, participants are expected to hold or be actively working towards a senior leadership role within their school. Admission into the program is at the discretion of the NESLI Admissions Committee. In some cases written endorsement from a senior colleague maybe requested in order to gain entry to the program.

What does the program cost?

Standard enrolment fee (without funding): \$5,890

Win a full scholarship or one of five partial scholarships for the Advanced Leadership Program at the 2017 HEIA National Conference

HEIA members registering for the 2017 National Conference will have an opportunity to win a full scholarship (valued at \$5,890) or one of five partial scharships (valued at \$3,500) for the Advanced Leadership Program.

To enter, interested parties must complete and submit an official application form to NESLI by Friday 16th December. The winners will be announced at the conference.

For more information or a copy of the scholarship application form please contact NESLI on the details below:

Betti Tovishazy

Senior Scholarship Advisor, NESLI

Tel: 1300 138 037

Email: btovishazy@asam.edu.au





About NESLI

The National Excellence in School Leadership Initiative (NESLI) is a collaborative arrangement bringing together an unprecedented array of stakeholders with a common commitment around developing exceptional schools through exceptional school leaders. With seventy percent of Australia's 10,000 school principals reaching retirement age over the next five years, Australia is on the cusp of an unprecedented generational shift in school leadership. NESLI represents a unique, cross-sectoral response to the challenges and opportunities presented by this radical change.

Through the provision of global best practice in leadership development, NESLI targets the immediate

need to equip Australian teachers – across all divides – with the skills, knowledge and confidence to overcome the complex leadership challenges in today's school environment. In conjunction with many of Australia's most respected educational institutions, NESLI is creating a new national standard in school leadership. Over the coming years, NESLI will enable educational leaders across the country to benefit from world standard leadership development and gain access to an exclusive national network of school leaders.

About WLA

Women & Leadership Australia (WLA) is a national initiative committed to supporting the increased representation of women in business and community leadership roles. WLA is based on the belief that women represent an enormously under-utilised national resource. Through supporting a greater percentage of talented women to progress into leadership positions, tremendous cultural and economic benefits will follow.

The initiative comprises a range of professional development programs, advisory services, and research endeavours. Since its inaugural forum in 2003, over 50,000 women have participated, making WLA Australia's peak leadership initiative for women.

Each year thousands of women continue to benefit from the program, ensuring the initiative is widely accepted by business leaders as critical to the ongoing development of Australian leadership.

WLA was first developed - and continues to operate - under the auspices of the Australian School of Applied Management. The scope and quality of WLA's services are the result of the dedicated work of ASAM in conjunction with a broad group of stakeholders spanning government, private industry and academia.