ADVANCED PROGRAM

Who is it for?

The Advanced Program is for employees in non-executive managerial positions and is split into Academic and Professional streams. The Academic Leaders stream is tailored for Academics such as Heads and Associate Deans and the Professional stream is tailored for those in Levels 8 to 10 with supervisory responsibility.

The Advanced Ignite Program is designed to identify, accelerate and shape leadership within the University and build both leadership and operational capacity with staff already in leadership roles.

What is it all about?

This is a unique opportunity for participants to uncover and discover their leadership capacity, hone their strategic focus and acquire new confidence and self-awareness.

In addition to a range of workshops, participants will receive one-on-one executive coaching support specific to each individual's current situation. Participants will also create a peer-coach relationship with one other participant for the duration of the program.

An action learning project is also used to integrate the program's learning.

Key Objectives

- Understand and grow personal and corporate leadership style
- Reflect on the organisational and strategic environment of USQ and the higher education sector
- Create and sustain agile, responsive, and adept individuals as well as high performance teams
- Utilise the performance trifecta: set clear expectations; create right fit boundaries; authorize through responsibility, accountability and delegations.
- Accelerate operational effectiveness and core business performance
- Increase self-awareness and empower effective communication and ethical influence
- Influence decisions, actions and perceptions of others
- Innovate and activate change (scope, overcome resistance, implement, monitor and measure)
- How to be flexible, receptive and transparent in shifting environments

Dates

Academic Leaders		**Professional Leaders**	
2 days	13 and14 Aug 2012	2 days	20 and 21 Aug 2012
1 day	13 Sep 2012	1 day	14 Sep 2012
2 days	22 and 23 Nov 2012	2 days	29 and 30 Nov 2012
1 day	1 Feb 2013	1 day	1 Feb 2013

Each day is 9.00am to 5.00pm

How to apply

Nominations may be made by self-nomination or nomination by Managers/Supervisors. Nominations will be made by nomination form addressing the selection criteria. Nominations are to be submitted by close of business **Friday, 20 July 2012** to **Angela Ryan, Organisational Development** via email angela.ryan@usq.edu.au.

Please also contact Angela regarding **late applications.**

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EMPOWERING USQ'S LEADERS

For further information call Angela Ryan on ext 1905