

The Leading Edge Program

EXPANDING HORIZONS



CENTRE FOR LEADERSHIP

Joondalup Learning Precinct



PRECINCT PARTNERS



The Leading Edge Program

Developing Tomorrow's Leaders

Giving Emerging Leaders an Edge

Leadership is a professional trait fundamental to all aspects of any business. Ensuring that talented individuals moving up to middle management learn the necessary skills and ideas that distinguish leaders from managers is a critical issue in many organisations.

As the global economy expands and leadership positions become more challenging and diverse, new forms of leadership development are needed. In response to this need, the Joondalup Learning Precinct's Centre for Leadership has developed the Leading Edge Program - a unique multi-faceted leadership development program, designed specifically for people between operational and executive levels - team leaders, supervisors, unit managers and other middle managers in public, private and non-profit sectors.

This 12-month program offers a combination of practical and conceptual opportunities for enhancing leadership skills. It offers busy managers time to reflect on what they do in their job, discover new perspectives on leadership, develop networks and learn from peers, improve relationship skills and gain confidence in their ability to lead teams in times of change.

The Leading Edge Program is offered through the Centre for Leadership, an initiative of the Joondalup Learning Precinct (JLP) partners. The program will be delivered through the shared facilities of the three precinct partners' campuses.



About the Joondalup Learning Precinct

The Joondalup Learning Precinct offers a unique blend of expertise from three organisations at the forefront of education, training and professional development: Edith Cowan University, West Coast TAFE and the Western Australia Police Academy.

The Joondalup Learning Precinct is the only known educational facility in the world incorporating a university, a police academy and a technical and further education college. Through the sharing of knowledge, facilities and resources, the Precinct offers access to a range of career-focused education and training programs.

The Leading Edge Program

The Leading Edge Program focuses on enhancing participants' capabilities for leading staff to achieve organisational goals. It is customised as much as possible to the interests of organisations represented in each group.

The Program comprises three units over a minimum of 12 months:

Unit 1: Becoming a Leader - Three weekend workshops (Fri– Sat) plus three after-work sessions for peer-mentoring and information exchange. Topics include the nature of leadership, self-awareness, achieving focus, emotional intelligence, communication, teamwork, coaching, politics and influence, becoming a change agent, developing community relationships.

Unit 2: Leading Edge Concepts - Three weekend workshops (Fri – Sat) and three after-work sessions for peer-mentoring and information exchange. Topics include new concepts of leadership, are leaders born or made, transformational leadership, ethics, governance, cultural issues and the psychology of leader-follower relations.

Unit 3: Taking the Lead - Work-based project guided by lecturers through individual consultation.

The workshops will be presented by a variety of academic staff and industry trainers, and include discussions with guest executives. Workshops employ experiential learning, whereby participants' work-place experiences are integrated with the ideas presented by facilitators or in readings. Optional low-cost accommodation for workshops is available.

Recognising that learning must be integrated into the workplace, workshops are supplemented with site visits to peers workplaces and a substantial workplace leadership project of value to the organisation.

Upon graduation, participants will be invited to continue to develop their knowledge through various events where they share insights, discuss leadership issues, meet industry leaders and extend their professional networks.

The fees for 2010 are \$2,150 per unit tuition, plus \$264 per unit executive program supplement.



Benefits to Participants

Participants will have the opportunity to develop;

- powerful new perspectives on leadership,
- improved confidence as a leader – ability to self-direct, clarity about values, specific skills for building working relationships with people in and out of their work unit,
- leading-edge skills for engaging team members,
- ability to reflect on, and critically analyse complex or ambiguous management issues,
- practical resources for future learning about leadership,
- ability to produce outcomes for organisational change programs.

Benefits to Organisations

Organisations will benefit by developing exceptional individuals to be leaders in dealing with the complexities of a changing corporate environment.

The Program will provide opportunities to;

- empower participants as change agents, capable of fostering the organisation's mission, vision and values (we encourage line manager involvement and discussion of strategic issues in workshops),
- offer individual feedback and coaching or mentoring to address specific developmental needs,
- provide emerging leaders with guidance on a project addressing a real organisational issue (we encourage projects requiring leadership in strategic areas),
- offer valuable networking opportunities so emerging leaders bring in fresh perspectives from other organisations,
- provide feedback on participants' leadership potential, to assist staff development and succession planning (optional),
- provide resources for promoting discussion of leadership issues amongst staff.



Assoc Prof. Peter Standen
Academic Coordinator
Edith Cowan University

Entrance Requirements

Applications for the Leading Edge Program are invited from new or aspiring leaders. At least two years' work experience in a supervisory or management position is recommended. The selection process involves submission of a CV and statement of your goals for leadership development and an interview. A letter of support from your line manager is also recommended.

Certificate of Achievement

Successful completion of the Program is acknowledged with a Centre for Leadership Certificate of Achievement.

Further University Qualifications

Successful completion of the Leading Edge program will qualify participants for three units' credit in ECU's Graduate Certificate of Business (Leadership) or Graduate Certificate of Business (Management). A fourth unit can be chosen from a wide range of options, including external study units. In some circumstances, Recognition of Prior Learning may provide credit for the fourth unit. The Graduate Certificate articulates into ECU's Graduate Diploma of Business and MBA. Eligibility for the Graduate Certificate requires an undergraduate degree or a minimum of five years' professional experience, plus standard University English proficiency.

For more information:

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Jackie Scates
Project Coordinator
Edith Cowan University

Leading Edge Experiences



Steve Altham
Head of PR, Department of
Housing and Works

The Leading Edge program was an opportunity to develop and refine leadership skills that have had immediate impact on my performance and confidence in my job, and in my community activities. My agency is

increasingly focusing on the concept of leadership as distinct from management, and the course structure provides a strong foundation for further studies in leadership. The program was highly practical, and I enjoyed the contribution of staff and visiting lecturers, guest speakers, and my fellow students.



Kelsie Donovan
A/Manager Service Delivery
Performance, Department of
Land Information

I had been looking for a leadership program that not only focussed on classroom learning about the principles and theories but also included aspects of hands on learning by being able to

implement and test these principles in the workplace as part of the learning process. This program has met all these needs combined with group reflection and discussion as well as working towards obtaining a formal qualification.

Overall it has reinforced lifelong learning and also taught me the value of my own life experiences. The lecturers have been very supportive especially on work/life balance principles.



Eric Smith
Inspector, WA Police

I thoroughly endorse the merit of the Leading Edge Program and its 'hands-on' style of learning. Real life leadership scenarios are explored whereby your own strengths and weaknesses are identified. There are also great opportunities to network

with people across all types of business. I found it both challenging and rewarding and I commend it to those people seeking to improve their leadership skills.

I have no doubt that the skills and confidence I obtained from participating in the program assisted in my recent promotion.



Kelly Fraser
Manager, Business Development
& Sustainability, HWE
Maintenance Services Pty Ltd

Too often we find ourselves with an abundance of experience but little opportunity to develop our fuller potential. The Leading Edge offers just that. This program has lead me to

career opportunities of a magnitude I would have previously thought out of my depth. I gained a huge range of new perspectives, and the experiences and knowledge gained in a short time outweighed years of study. The networking is terrific, and the learning is strengthened by guest speakers prepared to share their life experiences, lecturers that dig deep into the core of attitudes, beliefs and influences, and the sharing with others as they discover the leader within.



Euan Moffat
Manager, Belmont Forum

I had been looking for a formal program to develop my management and leadership skills that differed from the usual classroom environment and was not based solely on theory. The Leading Edge Program provided me with practical interactive tuition,

strategies and learnings that I can continue to develop and implement in all aspects of life. The environment was supportive and most importantly fun! The whole experience has been enjoyable from start to finish and being able to share experiences, ideas and learnings with a like-minded group of students was fantastic. The facilitators were excellent and the topics covered throughout the course relevant and applicable to 'real life' covering all my needs.



Nicole Bodycoat
Investigator, Department of
Corrective Services

This program has assisted me by providing a formal arena to learn, develop skills, share experiences and reflect on many aspects of work and future direction. The most beneficial aspect of this program has been the

sharing and learning from fellow participants and key note speakers. It's been a fantastic opportunity to embrace learning, develop new skills and reflect on current practice. The facilitators have been excellent.



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