The Australian Executive Leadership Program aims to deepen and reinforce key strategic and interpersonal skills required of executive leaders in the contemporary workplace. A high impact, adaptive leadership framework, challenges participants to achieve their aims and objectives through considered behaviours and targeted leadership interventions. During a career-defining development journey, participants move closer to their individual and organisational goals and build powerful connections with peer level leaders.

Drawing on the collective wisdom of Australia’s senior academics and business leaders, the Australian Executive Leadership Program is designed with the single minded purpose of producing exceptional leaders.

James Yorston, AELP Program Director
Welcome

As Head of School for the Australian School of Applied Management (ASAM), it gives me great pleasure to introduce you to what is one of Australia’s most innovative executive development programs, the Australian Executive Leadership Program (AELP).

As a passionate educator, with over 20 years experience in developing leadership capacity across many sectors and industries, I feel privileged to be able to offer my knowledge and support to an amazing team of academics, public and private sector business leaders, content experts, HR professionals, facilitators and trainers involved in the development of this program.

In 2013, I encourage you to challenge yourself to test the limits of your leadership potential. Challenge yourself to openly and honestly review your choices and behaviours and take stock of who you are as a person, a professional and a leader. By choosing to invest in your development you initiate a profound chain of events which will have significant and lasting effects for your organisation and your career. Additionally, the connections you will make along this journey will remain with you enabling ongoing support and development for many years to come.

I look forward to welcoming you into the Australian Executive Leadership Program and working alongside you to develop leadership excellence at the very highest levels of the Australian workforce.

Kirk Fisher
Head of School
Australian School of Applied Management
Stakeholders and supporters

The AELP is supported by a diverse group of stakeholders spanning industry, academia, and government. A national advisory group includes many leading universities, government agencies and private sector employers. Stakeholders also include organisations who participated in the highly regarded mid-management program, the Australian Applied Management Colloquium which provides much of the AELP’s underpinning pedagogy.

These stakeholders provide invaluable guidance to assist ASAM in the ongoing development and delivery of the AELP by providing strategic advice and support across all aspects of the program.
The Australian Executive Leadership Program

Background

Broad consultation across the highest levels of government, business and academia, has enabled ASAM to respond to a growing need for experiential learning frameworks that enable senior leaders to engage in intensive, peer-oriented developmental experiences. In responding to this need, ASAM has engaged a wide range of stakeholders to develop the AELP. Accordingly, the program uniquely reflects the expectations and aspirations of contemporary leaders and organisations.

The Australian Executive Leadership Program is based upon a framework that focuses on interpersonal and behavioural dynamics central to the successful leadership of others.

In line with ASAM’s broader approach to management education, the following pedagogical principles inform the program’s structure:

- 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.

In addition to delivering critical professional development, the AELP sets out to create powerful, life-long professional networks.

The Australian Executive Leadership Program aims to provide the very best leadership development and contextualised learning for senior managers, leading to optimal personal and team performance. Over 36 weeks, participants engage in an intensive blended learning model supported by an executive coaching process.

With a core focus on the important concepts of self-awareness and authenticity, the AELP focuses on building outstanding business leaders with superior capacity for flexibility and adaptability in rapidly changing environments.

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 that unlock the existing skills and experience within the group.

Each participant is allocated a dedicated coach for the duration of the program. The coaching process is fundamental to the program and deepens and reinforces the learning process.

ASAM is committed to the development of values based leadership models grounded in principles of mutual collaboration and respect. Australian Executive Leadership Program participants are expected to respect and uphold these principles throughout the duration of the program and in their interaction with fellow participants.

Who is the program designed for?

The AELP has been developed to address the needs of senior and executive level leaders and also attracts high performing up and coming talent. Student cohorts are carefully controlled to ensure diversity of experience as well as effective peer level interaction.

It is a requirement of entry to the program that students undertake a written application process during which their relevant experience and suitability for the program is assessed. All potential AELP students must demonstrate an open minded approach and powerful determination towards their own development as well as that of their fellow participants.
How is the program delivered?

The Australian Executive Leadership Program employs a multifaceted approach to learning including self-analysis, peer knowledge-sharing, experiential exercises, practical workplace application and personal reflection. This approach is designed to push students out of their comfort zone and into a state of innovation and development.

360 Degree feedback survey
The Australian Executive Leadership Program commences with a 360° survey designed to explore current leadership and management competencies. Findings from the survey assist in individualising learning outcomes for each participant throughout the program.

Residential retreat (3 days)
During the residential module participants will be exposed to a variety of challenging and reflective activities aimed at increasing self awareness. Students will participate in an interactive case study of an innovative business and spend time getting to know their course facilitators and fellow students.

Development workshops and team projects
During the program students will participate in nine full day development workshops grouped into four blocks. During these deep facilitation workshops students will undertake a variety of experiential activities and group discussions designed to enhance leadership capacity. A number of sessions will see participants divided into smaller project teams and collaborating on set tasks designed to enhance behavioural outcomes in line with over arching program goals.

Executive coaching
To assist students to deeply embed their learning and realise profound behavioural development, the AELP includes four intensive, executive coaching sessions interwoven throughout the program.

Skills application
The AELP is a nine month development program which aims to effect real behavioural change. An integral part of this process involves the application of new skills in each student’s place of work. Throughout the program students will be expected to adapt course learning to overcome actual business challenges.

Personal reading and reflection
The AELP is a highly practical program, not a theoretical program, and as such learning will most often take the form of hands-on activity. During the program, however, students will be expected to set aside a small amount of time to complete various reading and reflection exercises. It is not expected that these exercises will extend beyond a couple of hours per module.

Alumni network
Following the conclusion of the formal program, graduates will be inducted into an exclusive AELP Alumni network to support their future development.
Program architecture

The AELP is a highly experiential, applied learning program, informed by the Adaptive Leadership model developed by Professor Ron Heifetz at the Harvard Kennedy School of Government. The model challenges participants to examine the real world nature of successful, high impact leadership interventions in organisations. This approach is challenging but highly rewarding.

Adaptive Leadership is a practical leadership framework that assists individuals and organisations to adapt and overcome complex challenges involving changes to ingrained values and beliefs. Developing the skills of Adaptive Leadership in executives enables organisations to increase their appetite for innovation and confidently manage change.

The AELP has been designed to lead students through a powerful and highly structured leadership narrative based around three core elements; self, team and organisation. Each module is carefully crafted to build on a different aspect of the narrative and to explore how it relates to the whole. This unique and impactful structure engages students in a holistic approach to their development resulting in a powerful alignment of purpose and ability – with immediate results.

MODULE 1 – LEADING SELF
During the first three day module students will be asked to explore their concept of self, including their perceptions, values and aspirations.

Day 1 – Mindful Leadership
• How do I see and make sense of the world?
• Where am I now?

Day 2 – Values & Presence
• What do I stand for as a leader?
• What is important to me? What do I value?

Day 3 – Leading with Purpose
• Where do I want to be?
• How do I move closer to the leader I want to be?

MODULE 2 – LEADING THE TEAM
Over the second two day module students will be challenged to explore their interactions with, and intentions for their team.

Day 4 – Trust and Conflict
• What role do I play in leading the team?
• How do I build the foundations of a high performing team?

Day 5 – Commitments and Accountability
• What role do I play in the team leading themselves?
• How do I build a team that goes beyond what is considered possible?

MODULE 3 – LEADING THE ORGANISATION
During the third two day module students will explore questions designed to get them thinking strategically about their organisation.

Day 6 – Innovation, Creativity and Sustainability
• What makes individuals, teams and organisations innovative?
• How do I develop and nurture innovation as a leader?
• What is it about change that people fear, and how do I lead so that people overcome this?

Day 7 – Thinking Strategically
• Why does my organisation exist?
• How can I lead strategically and deliver on operational plans?
• How do I balance short term viability with longer term business growth?

MODULE 4 – INTEGRATION & RESILIENCE
The final two day module will enable students to integrate and prioritise the various elements already covered and begin to distil their learning into practical, achievable aims and objectives.

Day 8 – Resilience
• How do I stretch and grow as a leader without burnout and fatigue?
• How can I support others to build resilience?

Day 9 – Integration
• How do I make sense of, and implement, all I have learned?
• What is it that I really want and how do I achieve it?
The Australian Executive Leadership Program

Meet the Senior Faculty

The AELP program is delivered by senior members of ASAM’s esteemed Faculty. This elite team of leadership experts bring substantial academic and practical experience to the AELP. With backgrounds from Europe, North America and Australia, the team brings a tremendous range of perspectives to the ongoing development and delivery of the AELP.

Kirk Fisher, Head of School ASAM
A 20 year veteran in the leadership development field, Kirk has worked with many of Australia’s leading employers in the areas of talent management, innovation and change. Kirk holds a Master’s degree in Education and Human Development, a Diploma of Business, Diploma of Business HR and a Bachelor of Music Performance.

James Yorston, Senior Facilitator and Executive Coach
Formally head of leadership development at AXA, James specialises in the areas of team effectiveness, cultural change and emotional and behavioural intelligence. James holds a double honours degree (Engineering/Economics), a Graduate Diploma in Business and Applied Finance and is a full member of the International Coaching Federation.

Antony Maxwell, Director of Learning & Development
Antony is a dynamic and committed leadership and management consultant with over 15 years international experience. Antony holds a Masters Degree in Human Resource Development, a Bachelors Degree with Honours and University Diplomas in both Training & Development and Communications.

Suzi Finkelstein, Senior Facilitator and Executive Coach
Head of School Women & Leadership Australia
One of Australia’s foremost authorities on gender diversity in the workplace, Suzi brings a wealth of experience in senior management and learning and development. Suzi is widely recognised for her innovative thinking and adventurous facilitation, bringing passion and warmth to her role.

Paul Larkin, Director of Learning & Development
Following a successful career in leadership within the technology sector, Paul became a Senior Global Consultant with Royal Dutch Shell, facilitating leadership and organisational change programs around the world. Paul possesses a raft of qualifications and accreditations including a Graduate Diploma in Entrepreneurship and Innovation.

Narelle Wilson, Senior Facilitator and Executive Coach
Narelle is an accomplished senior leader, executive coach and leadership development specialist with over 18 years experience in leadership, learning and development. In addition to various accreditations, Narelle holds a Bachelor of Adult Education.

Lisa Geerlings, Director of Organisational Development
Formerly Head of Learning and Development at KPMG, Lisa is a senior OD specialist who is passionately committed to enhancing organisations through the practical application of behavioural science and change management. Lisa holds a Bachelors Degree in Behavioural Science and a Post Graduate Diploma in Applied Psychology.

Christine Wattie, Senior Facilitator and Executive Coach
Christine is an experienced senior business executive, facilitator and coach. Christine’s business experience is supported by qualifications in Coaching, Facilitation, Adult Education, Diploma in Counselling, Bachelor of Horticultural Science, and ongoing personal and professional development.
The Australian Executive Leadership Program

Representing a broad range of stakeholders across private industry and government, ASAM is presently engaged with over 100,000 Australian managers and decision-makers. This expansive engagement underpins ASAM’s unique capacity to track ever-changing managerial needs in the contemporary marketplace.

By building new benchmarks in the provision of management development education in Australia, ASAM will further enhance its reputation for excellence on the global stage, supporting a broader objective to significantly build Australia’s standing as an exporter of creative, best-practice management education.

All ASAM curricula adopts a blended learning methodology that is based on proven principles of adult learning, combining knowledge-sharing, experiential participation, practical application and reflection. Further, ASAM programs are grounded in evidence-informed managerial and leadership competencies that are explored in a practical context for maximum on-the-job applicability.

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Enquiries

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