



Developing Leadership

Who? What? Where?



focusing on the current issues and building capability of people and organisations

Introduction

Developing Leadership—Who? What? Where? is intended to assist in the promotion of a broader understanding of leadership development issues in the public sector. It seeks to provide readers with a snapshot of current leadership development programs and other initiatives in a variety of Australian Public Service (APS) agencies. The resource was initially developed and co-sponsored by the Department of Defence and the Australian Public Service Commission (then PSMPC) as a result of the Developing Leadership Seminar held in September 2001.

One of the clear messages from the 2001 Developing Leadership Seminar, was the enthusiasm participants' had for case studies of leadership programs and more details about programs referred to during the Seminar. This updated volume will build on that information and provide contact points for those who want additional information.

The Leadership Development Network initiated by the APSC and supported by a number of other agencies, will continue to pursue the aims of the Seminar and to provide opportunities for interested agencies to pursue particular cases in more detail (including comments from those who participated in the programs described).

The 2003 Resource Guide has been updated by the Leadership, Learning and Development Group of the APSC, based on contributions from agencies who participated in the 2001 Developing Leadership Seminar together with other agencies who have expressed an interest in providing information on their current programs.

Other agencies who are interested in participating in this resource are encouraged to contact the Leadership, Learning and Development Group of the APSC on (02) 6271 6560.

Australian Public Service Commission

November 2003

Department of Industry, Tourism and Resources

The Department of Industry, Tourism and Resources does not currently run a dedicated program for leadership development. Over the course of the 2003/04 year it aims to investigate mechanisms for this development that go beyond the now-almost traditional residential course supplemented by a 3-6 month follow-up.

Our initial thoughts are to possibly investigate the development of a set of management modules designed to allow individuals to improve their management capabilities. A complement to this would be a mentoring or coaching model designed to actively engage our leadership cadre (i.e. at least SES and EL staff) in actually practicing and perfecting their leadership skills beyond the management content.

Any further crystallisation of these ideas is not expected before early 2004.

Contacts

CONTACT: Ross Hicks

PHONE: (02) 6213 6286

E-MAIL: ross.hicks@isr.gov.au