

Executive Education Program 2009

Specialist Short Courses



2009

Leading in Complexity – Change

Empowering leaders through enhancing personal confidence and effectiveness, increasing expertise, skills, and knowledge relating to shaping and leading change processes.

Leading in Complexity – Change

3 days residential

Overview

The tertiary education sector is a unique, complex and changing environment in which to lead and manage. This interactive three day course will increase the expertise and confidence of middle level staff who lead change processes in tertiary environments. The course combines frameworks and tools with their practical applications to real situations.

There will be discussion of the considerable lessons (positive and negative) gained from the many years of amalgamations, downsizing, reengineering, de/centralizing and reconfiguring that have taken place in the sector. Through analysing real examples, it is possible to identify how particular leadership strategies succeed in assisting people to engage in challenging change processes. Approaches to the complex processes of communication, effective and time efficient consulting and real engagement of staff will be discussed and demonstrated.

Time will be spent on the impact of years of continual change on staff at all levels (emotional reactions and behaviours) and the techniques for working with understandably exhausted/cynical people. Similarly, other common, difficult challenges such as working with top down directed change and short timelines will be addressed. Case studies will be used to work through the different approaches, skills and methods for avoiding traps.

Throughout there will be opportunities to share and learn from the experiences and expertise of a national group of colleagues.

Designed for

Middle to senior level academic and professional staff responsible for leading and sustaining change.

Delivery mode

This three day residential program is a highly interactive and will draw on case studies, research, and the experience of participants. Participants will be given the opportunity to examine their individual situations and work through some to the challenges they are facing in their own organisations.

Location and dates

First delivery

27–29 May 2009,
Deakin Management Centre,
Geelong, VIC.

Second Delivery

27–29 October 2009,
The Vines, Perth, WA.

Investment

AU\$3,600 (incl. GST) this fee includes: materials, meals and accommodation.

Program content

Participants will examine the following topics:

- Overview of change processes in tertiary organisations.
- Aspects of change, challenges of leading change processes.
- Factors that assist people to move through change, factors that hinder their adjustment.
- Using emotional intelligence to understand, plan and implement change.
- Principles for managing change processes.
- Leadership role and responsibilities.
- Traps for leaders and how to stay out of them.
- Practical application of change management strategies to real situations.
- Steps for moving from goals that are 'handed down' to shared goals.
- Risk analysis, safety scans and initial actions.
- Planning first steps, building trust.
- The challenge of communication.
- Handling difficult responses from individuals and groups.
- Staying well as a leader.
- Tips from successful change processes and change leaders.



Learning outcomes

Through participation in the program participants will:

- Strengthen confidence in personal leadership style and approach.
- Challenge thinking and assumptions, and review current practices.
- Share and learn from the techniques and skills of national colleagues.
- Increase knowledge of the issues of change management and change weariness in tertiary education.
- Re-energise through experiencing and applying a range of change leadership tools and techniques to situations in tertiary environments.
- Learn the practical application of emotional intelligence to the design and implementation of change.

Course leader

Julie Warnock

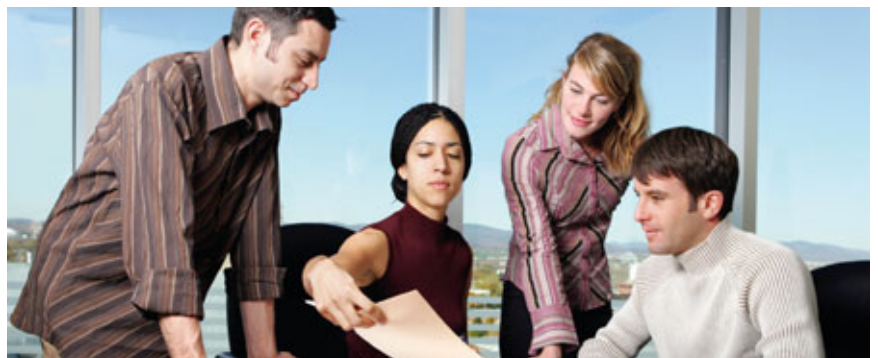
BSc (Honours), MAPS

I trained as a psychologist, and spent the first part of my career working in positions in tertiary and secondary education, the banking sector and public service, as a counsellor and trainer. After a career break as a gardener, I decided to work independently as an organisational consultant and have done this now for twenty years. I work in environments that echo my personal values; education, health, science and community settings. My work varies across training, trouble shooting, planning and mentoring, and my fascination is in the increased understanding, and application of emotional intelligence to organisational life.

Over the years I have come to appreciate the power of leaders to influence and shape the lives of many people, and therefore I have chosen to focus on ways to educate and empower those who lead. My experience has been consciously varied, so that I can accumulate knowledge and understanding from different organisational cultures and then pass this learning on to those currently in leadership roles. In particular I have watched and worked with change processes, and take pleasure in facilitating good design, management and leadership of them.



Course leader: Julie Warnock



Application form

Executive Education Programs

LHMartinInstitute

for Higher Education Leadership
and Management

Program name: [Leading in Complexity – Change](#)

Session date(s):

Personal details

Title	Preferred name	Surname		
Position title				
Organisation				
Postal address				
City	State	Postcode		
Telephone (bh) ()	Fax (bh) ()			
Email				
Assistant's name	Assistant's email			
Special dietary requirements				
Main area of responsibility:	<input type="checkbox"/> Academic	<input type="checkbox"/> Research	<input type="checkbox"/> Administration	<input type="checkbox"/> Executive
	<input type="checkbox"/> Other (specify) _____			
Level:	<input type="checkbox"/> Entry	<input type="checkbox"/> Middle	<input type="checkbox"/> Senior	
Organisation type:	<input type="checkbox"/> University	<input type="checkbox"/> TAFE	<input type="checkbox"/> Private	<input type="checkbox"/> Research
	<input type="checkbox"/> Other (specify) _____			
Site address (If different from postal address)			Postcode	

TERMS AND CONDITIONS

The LH Martin Institute reserves the right to cancel a program and will endeavour to provide participants with as much notice as possible. Upon cancellation, any fees already paid by the participant will be refunded. Details are correct at the time of printing. Costs, dates, venues and presenters are subject to change without prior notice.

Fees
All prices include: tuition, materials, meals and accommodation (for residential programs). Personal and travel expenses are not included. Fees are due prior to the commencement of the program. Programs are frequently oversubscribed and places can only be guaranteed on receipt of an enrolment form and acceptance of terms and conditions.

Variations in enrolment

The LH Martin Institute incurs substantial administrative costs prior to the commencement of a program; the following policy applies to variations in enrolment (deferrals and withdrawals):

	14 days or less	15 to 28 days	29 days or more
Deferral	25% of program fee	A\$300 administration charge (incl. GST)	A\$300 administration charge (incl. GST)
Withdrawal	100% of program fee	50% of program fee	A\$300 administration charge (incl. GST)

Alternatively, a substitute may attend a program in place of another person however the proposed substitute will be subject to the same selection process as the original participant. Substitutions may incur a late processing fee. **Please note:** all variations to enrolment must be made in writing to the LH Martin Institute via email, fax or letter.

Privacy Notification

Information collected on this form will be dealt with in accordance to the Privacy and Personal Information Act 1988. The Martin Institute may provide your institution and/or employer with your name and the course you attended. If you do not wish for this information to be given to your institution or employer email martin-institute@unimelb.edu.au. To view the complete privacy policy please visit: <http://www.mihelm.unimelb.edu.au/about/Privacy.html>.

Acceptance of terms and conditions (to be signed by the person authorising payment)

I understand and agree to the above terms and conditions. Upon acceptance of this application, I/my organisation will become liable for the program fee and will be bound by the terms and conditions.

Signature	Date
Full name	Position

Payment authorisation (Please indicate method of payment):

Credit Card

Card type: Visa MasterCard

Card number ____/____/____/____ Expiry date __/__/__

Cardholder's name _____ Total amount AUD\$ _____

Cardholder's signature _____ Date _____

Cheque enclosed (Please make payable to The University of Melbourne):

Please forward an invoice to (name and postal address):

TAX INVOICE

This registration form will be a tax invoice for GST purposes when fully completed and payment is made.
All prices include GST. ABN: 84 002 705 224

Please return completed registration form via:

Email:
asteer@unimelb.edu.au

Fax:
+61 3 9347 8922

Post:
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Melbourne Graduate School of
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The University of Melbourne
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www.mihelm.unimelb.edu.au



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About the Martin Institute

2009

The Martin Institute was established to meet an urgent need in Australia and the region for high quality leadership and management education through the provision of a suite of tailored executive and award programs focusing on institutional management and leadership.

The Institute is interdisciplinary and has as its key objectives:

- to train the next generation of leaders of Australia's higher education and VET institutions in the strategic management of their institutions;
- to provide a forum in which public policy makers, public and private sector institutions and national and international experts can explore, assess and anticipate the changing national and international environment in which higher education and VET operates; and
- to support its educational programs with scholarship and research.

The Martin Institute is achieving these objectives through the provision of award programs at postgraduate level; continuing professional education and refresher programs for aspiring and established senior executives, conferences and seminars on major policy and management issues; consultancy services, research and policy analysis.

For the latest details on the growing range of Executive Education Programs offered by the LH Martin Institute please visit our website: www.mihelm.unimelb.edu.au or call +61 3 8344 3157.

LH Martin Institute for Higher Education Leadership and Management



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April 2009