

**SOUTH AUSTRALIAN
LEADERSHIP ACADEMY**

Manager Essentials

Developing great managers
for a great state.

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**Government
of South Australia**

Office of the Commissioner
for Public Sector Employment

Strengthen your personal impact and effectively lead your team with confidence.

Manager Essentials is a four-month program designed for frontline managers to develop thinking and performance to manage effectively in the South Australian public sector. It provides tools to support yourself, your team, and your agency.



Contemporary management approaches



South Australian public sector context



Networking with peers

Ramp up your management impact

- Understand the four key success factors of emotional intelligence and use this powerful framework to create a personalised action plan.
- Discover personal strengths and blind spots, and how they support and undermine management impact.
- Utilise a strengths-based leadership style to energise and motivate individuals within a team.
- Learn how to get the job done by keeping the team focused and motivated, while holding them accountable.
- Discover ways to tackle challenging situations before they get out of hand.
- Strengthen your productivity mindset by developing best practice strategies.
- Improve personal effectiveness and impact through wellbeing.
- Explore why planning and managing time effectively can shift the odds in your favour.
- Gain robust strategies for leveraging your operational success during times of change.



Experience a hybrid learning approach through workshops, webinars and self-paced pre and post session work.

Orientation	
Gain a big picture view of SA public sector leadership, how to make the most of the program and network with colleagues.	Virtual: 4 hours
Manage self	
Learn to build self-awareness, trust, respect and credibility by understanding different personality traits. Explore perceptions, reputation and personal values and how you can build on these to become the manager you inspire to be.	In person: full day
Manage the team	
<p>TEAM VISION AND PURPOSE Reflect on your leadership style and your teams attributes with the use of the Strengths Profile assessment tool. Learn to build optimism and psychological safety while connecting and supporting team wellbeing.</p>	In person: full day
<p>COMMUNICATION AND COACHING Initiate performance and coaching conversations to unlock the team’s potential.</p> <p>COURAGEOUS CONVERSATIONS Confidently provide feedback and monitor performance follow-through.</p> <p>PRODUCTIVITY WITH PUNCH Master prioritisation, decode procrastination and revitalise energy strategies.</p> <p>SMART WORK DESIGN A framework tool to assist in designing meaningful and motivating work.</p>	Virtual: 1.5 hours x4
Manage the business	
Connect your work with your agency’s strategic plan. Understand operational, organisational and financial plans. Learn how leaders can effectively enable diversity and inclusion within the workplace.	In person: full day
Program Close	
Identify and celebrate program achievements and commit to your action plan for the future.	Virtual: 3 hours

Leading content specialists and facilitators will support your development.

FIANA WEI
Managing Director,
Adaptive Psychology



Fiana is an experienced psychologist, trained coach, facilitator and human resources practitioner with over 15 years of expertise working in the private and public sector. Fiana's passion and strength is in developing and implementing holistic and integrated systems to improve organisational capability and mental health and wellbeing in the workplace.

MICHELLE BAKJAC
Director, Bakjac Consulting



Michelle is a highly experienced psychologist, trainer, facilitator, and International Coach Federation credentialed coach. Her expertise ranges from facilitating workplace training and organisation wellbeing strategy, to personal and leadership coaching, to organisational development and leadership training programs empowering individuals, teams and leaders to maximise their potential.

Dr Jo Anne Dumalaon-Canaria
Healthy Workplace Advisor, OCPSE



Jo Anne is a Psychology/HR graduate with a PhD in public health. In her role as the public sector's healthy workplace advisor, she has provided consultancy to over 30 agencies, assisting them to evaluate and mature their current health and wellbeing plans, and supporting them to respond to new challenges and opportunities. She is a passionate advocate for good work design and a natural collaborator and facilitator.

JANE WUNDERSITZ
Founder, WunderTraining



Jane is known for high energy and engaging deliveries to drive peak performance, grow extraordinary leaders, and build resilient teams. She has delivered to over 30,000 participants from 30+ government departments and has received awards including 2021 Influential Businesswoman for team building and culture specialist, and 2021 Top 50 Australian Small Business Leader.

Steven Nayda
Executive Director,
Nayda Consulting



Steven has a unique ability to engage clients from all backgrounds and levels and has extensive experience in working with the South Australian public sector. He is very insightful and draws on the collective wisdom of a group of leaders. He seeks a shared vision and pathway to success with his facilitation.

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I'm grateful for the tools I can keep on revisiting to help me do better for my team. **MANAGER, DEPARTMENT FOR INNOVATION AND SKILLS.**

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SOUTH AUSTRALIAN LEADERSHIP ACADEMY

Develop. Connect. Inspire.

Great results for our state can only come from skilled, agile leaders who work together to inspire optimism, creativity, and growth. That is why our public sector is committed to investing in leadership development for public sector employees.

The South Australian Leadership Academy is a centre of excellence, developing and connecting public sector leaders who support South Australian citizens and businesses to thrive. Focused on establishing a strong pipeline of high-performing leaders, it equips participants with current, expert tools and knowledge that can be practically applied in agencies to help take action and implement the government's priorities effectively.

The South Australian Leadership Academy is delivered through the Office of the Commissioner for Public Sector Employment and is endorsed by the Chief Executive Council.

Office of the Commissioner for Public Sector Employment

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