

**SOUTH AUSTRALIAN  
LEADERSHIP ACADEMY**

# Executive Excellence

Enhancing workforce performance  
and potential.

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**Government  
of South Australia**

Office of the Commissioner  
for Public Sector Employment

## Enhance workforce performance and potential through transformative leadership.

The Executive Excellence program is designed for experienced public sector executives to extend leadership impact, strengthen strategic influence and broaden community and industry perspectives.



Contemporary leadership approaches



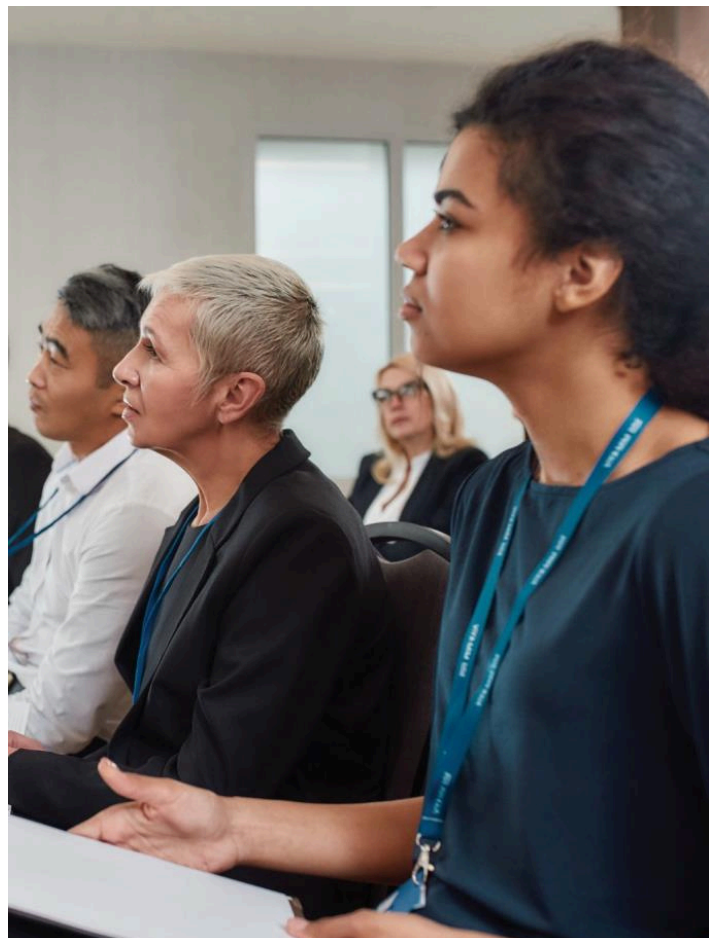
South Australian public sector context



Networking with peers

### Advance your capability to:

- Enhance your self-awareness to be your best self as a leader
- Work effectively with others and improve workplace culture
- Implement a strategic approach to workforce diversity
- Drive change through systems thinking and leadership
- Apply a range of problem-solving techniques to SA public sector issues
- Use adaptive leadership principles to lead operational and environmental challenges
- Collaborate with a strong network of colleagues across the sector
- Expand your strategic outlook to positively impact the public sector
- Communicate strategically and effectively to a broad range of audiences



## Program Structure

<b>Timeframe</b>	<b>February to June 2026</b>
<b>Total Workshops</b>	<b>13 delivery days</b>
<b>Total Coaching Sessions</b>	<b>3.5hrs over three sessions</b>
<b>Total Pre-Work</b>	<b>Approx. 3 hours (15mins per workshop) + 45-60mins to complete <i>The Leadership Circle</i> (self-assessment survey)</b>

## Leading Self

<b>1:1 Executive Coaching</b> <i>Kerrie Ashcroft (K. Ashcroft Consulting) and Kath Milne (Kath Milne Consulting)</i>	
Partner with an experienced coach to support integration of learning and reflection. Use coaching to align your development plan and leadership Circle 360 profile with workplace outcomes and engage your manager to support sustainable change.	3 Sessions
<b>Program Welcome</b> <i>Steven Nayda (ISC Consulting)</i>	
Launch the program with a strategic overview, hear from a keynote speaker, and connect with Alumni to gain insight into maximising your experience and personal growth.	Half-day Session
<b>Leading from Within: Self-Mastery &amp; Meaning-Making</b> <i>Kerrie Ashcroft (K. Ashcroft Consulting) and Kath Milne (Kath Milne Consulting)</i>	
Deepen self-awareness by examining personal assumptions, and leadership mindset. Explore the dimensions of the Leadership Circle and how they contribute to effective leadership. Explore your own personal change challenges and learn practical tools to build your resilience/personal capacity and sense-making tools to enhance clarity and resilience.	1.5 Day Session
<b>Leading with Authenticity</b> <i>Anna Ranaldo (Collective Courage)</i>	
Explore how to lead with integrity, purpose and values. Understand how to build trust, make ethical decisions, and influence others through authentic presence and consistent leadership behaviours.	Half-day Session

## Leading Others

### Leading Others with Purpose

*Anna Rinaldo (Collective Courage)*

Understand the role of executive leadership in shaping inclusive, high-performing, and psychologically safe cultures. Build courage, political savvy and strategic influence through values-driven action and courageous conversations.

Full-day  
Session

### Psychosocial Leadership: Strategies in Job Design for Performance & Risk Mitigation

*David Burroughs (APS)*

A comprehensive exploration of executive leaders' obligations and responsibilities in meeting workplace health and safety legislative requirements, while also going beyond compliance to enhance performance and productivity through effective job design.

Half-day  
Session

### Leading Inclusively: Applying Cultural Intelligence to Executive Decision-Making

*Serafino Maiorano (Our Global Table)*

Gain a research-informed understanding of diversity, equity, and inclusion. Learn how to create systemic change and embed inclusive practices that drive performance and innovation.

Half-day  
Session

### Midpoint Integration: Insight into Application

*Steven Nayda (ISC Consulting)*

This session marks a strategic pause in the Executive Excellence journey. It provides an opportunity for participants to explore how key insights are being applied within their workplace, share practical examples of integration, and refine their leadership focus for the remainder of the program.

Half-day  
Session



A leadership program where you get to connect with peers across SA public sector and learn about yourself, your values and your leadership style, as well as how to have impact and think strategically about the challenges we face in SA.

**DIRECTOR, DEPARTMENT FOR ENVIRONMENT AND WATER.**



## Leading the organisation

### Adaptive Leadership in the Face of Adversity

*Robin Ryde (ANZSOG)*

Explore tools for leading through complexity, ambiguity, and crisis. Apply adaptive leadership principles to engage teams, frame problems, and sustain focus during turbulence.

Online  
webinar

### Leading the Message: Confidence in Media and Executive Presentations

*Suzanne Stark and Jillian Whiting (Media Potential)*

Strengthen your ability to communicate confidently under pressure. Learn to manage media relations, deliver compelling messages, and present with impact in high-stakes settings. *Note: Each person will present a short 3-5 minute work-related presentation, pitch or speech. It can be something you've done, are planning to do, or a condensed version of a current presentation. Further details to come.*

Full-day  
Session

### Leading Strategy and Public Sector Value Creation

*Dr Nick Fleming (Innergise)*

Develop strategic capability for leading through uncertainty. Learn how to create and deliver public value by setting clear priorities, engaging stakeholders, and driving whole-of-government outcomes.

Two-day  
Session

### Chief Executive Connect

*Steven Nayda (ISC Consulting)*

Conclude the program with a relaxed roundtable discussion where Chief Executives share their leadership journeys, challenges, and insights — offering you the chance to engage in meaningful conversation and gain valuable perspective from their experience.

Half-day  
Session

### Program close: Insight into Application

*Steven Nayda (ISC Consulting)*

Reflect on your own leadership growth, celebrate achievements, and plan for sustained impact beyond the program.

Half-day  
Session

## Your Expert Facilitators



### KERRIE ASHCROFT

Director & Executive Coach,  
K. Ashcroft Consulting

Kerrie has a strong strategic mindset and is passionate about developing leaders. She is a skilled facilitator, Certified Edge Coach and accredited deliverer of the Leadership Circle profile, specialising in the areas of organisational learning and leadership development.



### DAVID BURROUGHS

Founder & Principal Psychologist,  
APS

David is a leading authority in workplace psychological health and safety, advising boards and executives nationally and internationally. As Founder of APS and Chief Mental Health Officer at Westpac, he delivers strategic, evidence-based solutions for psychosocial risk, executive wellbeing, and high-performing workplaces.



### DR NICK FLEMING

Founding Director, Innergise

Nick guides government and private sector clients in resolving policy, strategy and project challenges in highly complex multi-stakeholder environments. Drawing on 30 years of international experience, he leads executive development on complex public policy problems, systems thinking and executive level leadership.



### SERAFINO MAIORANO

Founder, Our Global Table

Serafino Maiorano is an internationally recognised CEO, board director, and facilitator with over 20 years' experience leading transformational change across civil society, business, and government. Drawing on deep cross-cultural expertise, Serafino empowers executive teams to build cultural intelligence, disrupt bias, and deliver systemic impact in complex, multicultural environments.



### KATH MILNE

Director & Executive Coach,  
Kath Milne Consulting

Kath is a Master Certified Executive Coach and facilitator. Renowned for driving transformational change, Kath partners with executive cohorts to build leadership capability, foster culture change, and deliver measurable impact across diverse sectors, using evidence-based frameworks and deep inquiry.



### STEVEN NAYDA

Director,  
ISC Consulting

Steven is a leading executive facilitator and management consultant with over 2,100 leadership workshops delivered to 28,000+ participants. Steven partners with executive cohorts to drive organisational transformation, strengthen leadership capability, and achieve lasting impact across the public, health, and professional services sectors.

## Your Expert Facilitators



### ANNA RANALDO

Director,  
Collective Courage

Anna has a background in psychology and consulting, specialising in elevating leadership and courageous work with teams. She has worked internationally and locally as a leader, consultant, and change agent, supporting a range of clients to navigate culture change and the adaptation required to lead in a hybrid world.



### ROBIN RYDE

Director,  
ANZSOG

Robin is an independent consultant and former CEO of the UK National School of Government. He is the Head of Leadership with the Oxford Group and author of 5 business publications. He works with leaders and leadership teams across a range of private and public sector clients internationally.



### SUZANNE STARK & JILLIAN WHITING

Directors, Media Potential

Suzanne is a qualified voice coach and corporate communication expert. Suzanne has expertise in crafting bid presentations, keynote speeches, and media appearances. Additionally, she is a crisis expert who safely guides clients through complicated and confronting media events. Jillian is a journalist, newsreader and television presenter. Together Suzanne and Jillian have over 40 years of experience in delivering media training in the private and public sectors.



Overall an excellent program and experience, lots to take in, learn from, and apply. The high calibre presenters and facilitators, exceeded my expectations; I feel privileged and fortunate to have had the experience.

**EXECUTIVE EXCELLENCE, ALUMNI**



# 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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