

Introduction to Leadership Development for Women Program 2019

Overview

The 2019 LDW Program (Leadership Development for Women) is for female leaders and emerging leaders at CSU. The program is an entry level leadership development program. On completion of the program participants may wish to enrol into a formal program of academic study offered at CSU such as the Graduate Certificate in University Leadership and Management (GCULM), a Diploma of Business, or the Masters of Business Leadership.

Learning Outcomes

At the end of the program participants will:

- be able to identify their personal and professional leadership behaviours and use these in working with others;
- have a working knowledge of the strategic direction, framework structures, processes and systems of CSU and be able to build relationships and networks across CSU;
- be able to use contemporary leadership frameworks and theory in their practice, particularly in relation to gendered, ethical and mindful leadership practice; and
- be able to design, plan, implement and evaluate an action learning project that will respond to a strategic leadership challenge at CSU and enhance their leadership capacity.

Timing and Delivery

The Program will be delivered from May to November 2019. The rationale for this timeframe is to maximise connectedness between the participants and maintain engagement with the learning. The selection process will also tie in with the EDRS which is completed in late March.

The Program will be a mix of face to face workshops; online resources and meetings; mentoring; and peer learning groups:

1. Introductory workshop 13 & 14 May 2019; 2 days: LDW facilitators with Chair of the LDW Steering Committee, Vice-Chancellor welcome with senior leaders and alumni invited.
2. Mentors assigned and peer learning groups established by end May; work-based strategic action learning projects will be conducted until the final presentation;
3. Online meetings through Adobe Connect and videoconference (every 2-3 weeks);

4. Online learning materials available on Interact 2 organisational site; Yammer group and possibly a blog (participant initiated and led);
5. Skills development workshop in Galong 1-2 August 2019, 2 half days.
6. Final presentation 20 & 21 November 2019: outcomes of the peer learning projects with recommendations to senior leaders; 1 day for reflecting on participants' learning and planning the presentation and 2 hours for delivery to Vice-Chancellor and senior management; supervisors; mentors, alumni etc. Participants will be expected to present themselves professionally.

Content

There will be an emphasis on the theory and practice of leading mindfully, gendered and ethical leadership in the context of personal and professional behaviour. Participants will learn about collaborative, eco-leadership through working in action learning groups to address a strategic leadership challenge at CSU. In doing so they will also learn about the CSU strategic context (University Strategy 2017-2022) and values, leadership and career development opportunities, while developing relationships and networks to build their professional brand.

Eligibility

The program is suitable for all continuing and fixed-term (until December 2019) academic (level A – C) and Professional/General staff (level 5 - 10) who wish to build their leadership and management capabilities, level 5 staff must demonstrate they are in a team leader role. Participants must have the approval and support of their supervisor to participate in the program.

Cost

The course is funded by the Division of Human Resources. Participant's work areas will be responsible for travel and accommodation expenses. Catering and venue costs will be covered by the program. Participation in this program will involve overnight stays in May (Bathurst), August (Galong - TBC) and November (Wagga) 2019.

Application Process

Applications open **25 February 2019** and **close at 5:00pm on 13 March 2019**.

Please complete and submit the online application form and additional supporting statement at <http://www.csu.edu.au/division/hr/career-devel/leadership-development-for-women/menu/home> and return to pdprograms@csu.edu.au

Entry into the program is a **competitive selection process**. There are 25 funded places available in the program. Applicants will be advised of the outcome of their application by **25 March 2019**.

Enquiries

Please direct any enquiries by email in the first instance to pdprograms@csu.edu.au