

Accelerate: Strategic Programme On A Page

Why?

Delivering successful outcomes in the face of complex challenges requires visionary, purposeful and agile leadership. Accelerate: Strategic is a proven leadership development programme designed to help senior leaders in public sector organisations undergoing transformation to make a significant contribution to shaping the future.

What?

The programme develops leaders to:

- Be highly capable to lead in an environment of rapid change, uncertainty and complexity
- Positively shape and influence culture
- Adeptly balance priorities between delivering BAU and effecting transformation
- Create and leverage the networks needed to lead across their organisation and the wider system

As a result, you can expect to see more 'cut-through', innovation, engagement, talent-flow, connectedness and resilience in your organisation and sector.

Who?

Senior leaders who are part of a senior leadership team and / or responsible for leading larger functional groups, as well as high potential talent. They'll likely be:

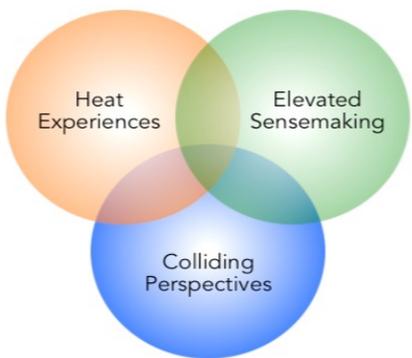
- High performing and / or high potential
- Respected influencers
- Highly engaged
- Open, positive and ready to give things a go
- Committed to being active shapers of the future public sector

How?

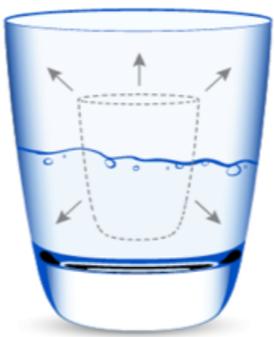
Vertical development underpins the programme design.

Less focus on
Horizontal development

- Tools
- Models
- Step-by-steps
- Skills



More focus on
Vertical development



- Self-awareness
- Perspective
- Comfort with ambiguity
- Maturity
- Wisdom

Accelerate: Strategic:

- Is a 12 month programme
- Focuses on developing through three lenses:
 - Critical skills
 - More sophisticated ways of seeing the world
 - Strengthening the networks needed to succeed
- Focuses on collective and individual development
- Works with a diverse cohort of 12-15 participants

Investment

- \$16,000 + GST per person including 1:1 coaching
- \$13,500 + GST per person excluding 1:1 coaching

“He’s really improved his ability to assimilate the various and complex strands or our organisation's business into an easy to understand narrative. This is excellent.”

Sponsor of programme participant.

“She brings a networked approach to the work that she and her team completes. This was present previously and I think has been strengthened through her time on the Accelerate programme.”

Sponsor of programme participant.

When?

The next programme is scheduled to begin in September 2019. Please contact Digby Scott digby@digbyscott.com for more information.

Accelerate: Strategic Programme Structure

Orientation

2 months

Invitation

To join the programme

Lead In Activities (6 weeks)

Orienting to the work of the programme

Immersion (3 days)

Offsite workshop

Follow Up (2 weeks)

Taking action and being accountable

Experimentation

8 months

Experimentation

Running experiments on your challenge, in your culture

Peer Coaching

Meeting regularly between workouts

Workouts

4 x 1-day sessions every 2 months

Shadowing

Identify and shadow a role model

Perspective

Conversations with your 1-up manager

Mentoring others

Teaching what you are learning

Mentoring for you

Accessing wisdom as required

Coaching for you

As required

Integration

2 months

Consolidation

Reflecting on the journey, capturing learning

Final workout

Celebrating milestones

Mentoring

Guiding future programme participants

Workouts

Topics can vary from cohort to cohort depending on context and needs, and usually include:

- Leading with purpose
- Leading in complexity
- Building a learning culture
- Building resilience in your system
- Industrial tourism (site visits)

Participants also get a 'seat' at the Organisation Workshop session, which is also open to leaders not in the programme..