



EMERGING LEADERS IN GOVERNANCE PROGRAM

2019 PROGRAM PROSPECTUS





THE NEW FACE OF GOVERNANCE

**20 scholarships
on offer for
emerging
leaders in
governance**

This Emerging Leaders in Governance Program (ELGP) is designed to inspire and support emerging leaders to actively volunteer in a governance and leadership capacity, as well as advocate for the not-for-profit aged care and community sector.

This innovative four-month program has three main learning outcomes:

- I. enhanced knowledge and awareness about the aged care and community sector.
- II. improved knowledge, confidence, skills and experience about Board governance and leadership.
- III. improved contacts and networks with senior managers and Board Directors of a range of aged care and community organisations.

The ELGP is one of three components of the Engaging Young Leaders on Aged Care and Community Boards initiative which is hosted by Southcare Inc and is supported by a collective of dynamic aged care and community organisations. Participants have a wonderful opportunity to connect and network with our Community Partners as part of the program, often leading to opportunities to accept Board positions, Board Traineeships or be recommended for Board opportunities.



BUILDING LEADERSHIP LEGACIES

Established in 2013, the Emerging Leaders in Governance Program is an intensive leadership and governance program which runs from February to May annually.

Entry to the program is by competitive application for young professionals (under 40 years) who are keen to develop their governance, leadership and community Board Director aspirations. Many of the young leaders who have participated in this program have since accepted Board traineeships or full Board Director positions.

The Syllabus includes:

- Self-awareness: values, mindsets, goals, strengths and reflection;
- Communication: public speaking, networking, listening and social media;
- Project management and team work;
- Becoming a Board Director of a community organisation: Governance, roles and responsibilities of a not-for-profit organisation, importance of vision, mission and values;

- Insights into the diverse opportunities for leadership in the not-for-profit sector;
- Group projects: to address a vision or strategic question within smaller teams;
- Mini challenges between workshops;
- Information exchange: updates, discussion forums; and
- Networking events and mentoring opportunities.



"This program attracts and retains the cream of the crop into our sector - smart, values driven young people from every field of business who have the ability and drive to make a difference"

Justine Colyer, CEO Rise Network



SECURE YOUR PLACE

Application forms are available on the project website - www.youngleadersonboards.com.au from the 22 November to the 18 December 2018. Applications will be assessed and applicants notified by early January 2019.

The Emerging Leaders in Governance Program is looking for highly committed participants, under 40 years old, who:

- have a strong interest in serving the aged care and community sector.
- have a desire to develop their leadership and Board directorship skills to be able to further give back to their community.
- have some experience as a volunteer, Board or Committee member.
- are committed to securing a Board or Committee position within the aged care and community sector after the program (this will be the responsibility of the participant, not the program).
- are committed to completing the entire program including weekly workshops, Saturday sessions and a weekend retreat.

Requirements of Participants

Twenty fully funded scholarships are provided to successful applicants to complete the program.

In return for the scholarship, participants are expected to complete the entire program and use the knowledge, skills and experience gained to contribute to the aged care and community sector as a Board member.

The program commitment includes:

- attendance at weekly evening workshops on a Wednesday from 6 - 8.30pm.
- attendance at weekend events including excursions, the retreat and workshops.
- time outside the program to achieve the Leadership Challenges (listed on the following page).
- securing a board, committee or leadership position within the sector, during or after the program (this is the responsibility of the participant).

Please see the program outline on page 6 for content, program dates and times. It is integral that you can commit to these dates to be considered for the program.

The main venue for workshops will be Southcare Central, 19 Pether Road, Manning.

On accepting a position to the Emerging Leaders in Governance Program, participants make a personal contribution of \$200 (non refundable) to confirm your position and commitment to the program.



"This program is by far one of the best things I have ever done. It has opened so many doors for me and allowed me to achieve goals that I didn't think were possible"

Ashley Dawson, Graduate 2013





CHALLENGE YOURSELF

During the program, participants will have four leadership challenges to complete.

1. Industry Knowledge: Attend an Aged Care or Community organisation Board meeting. Observe the leadership and governance protocols and culture of Boards and reflect on your learning.
2. Personal Leadership: Develop a self awareness journal including your goals, values, strengths and professional development plan.
3. Communication and Promotion: Write a press release about your involvement in the program and develop a presentation for the graduation evening.
4. Innovative Collaboration: In a small team, create a practical resource for the aged and community sector that will be included in the on-line Took Kit.

To graduate from the program, participants are required to attend at least 85% of workshops and return a learning portfolio. A Certificate of Participation is provided to all successful graduates.

"I've benefited from the program in so many ways. It's broadened my perspective on the community, improved my leadership skills, I've made friends outside my company, improved my understanding of the role on being on a board and enjoyed the diversity of the group."

Scott Marshall, Graduate 2016

"ELGP gave me the opportunity to develop my understanding of NFP board governance and leadership by combining theory-based workshops with practical site visits, board observations and mentoring sessions with industry leaders."

Jordan Oakley, Graduate 2018

"I have found the program hugely beneficial and enjoyable. It has further enhanced my desire to give back to the sector through involvement at board level and it has given me the skills and knowledge required to commence this journey."

Lauren Brazier, Graduate 2018

PROGRAM OUTLINE

Emerging Leaders in Governance Program Outline 2019		
Date	Time	Activity
Wed, 30th Jan	Breakfast 7 - 8.30am	Emerging Leaders in Governance Program Launch - Meet the Program hosts, Community Partners and ELGP Alumni.
Wed, 6th Feb	Evening 6 - 8.30pm	Program Overview - Sector Knowledge: Overview of the Aged Care and Community NFP Sector
Sat, 9th Feb	Saturday 10 - 3.30pm	Sector Knowledge: Site Visits to Aged Care and Community Organisations across Perth
Wed, 13th Feb	Evening 6 - 8.30pm	Board Governance: About Boards and your Responsibilities/Duties
Wed, 20th Feb	Evening 6 - 8.30pm	Leadership: Mentoring and Networking - Finding a Board position (Establish Board Observations and Mentors)
Weekend 22-24 Feb	(WEEKEND - 6.30pm Fri to 2pm Sun)	Leadership: Retreat - Leadership Development and Team Development - Self-Awareness - Aligning your volunteering with your purpose
-	27th Feb	NO WORKSHOP - Personal Debrief/Project Action Plans
Wed, 6th March	Evening 6 - 8.30pm	Board Governance: Financial Duties
Wed, 13th March	Evening 6 - 8.30pm	Leadership: Board Pathways, Board Value Proposition
Wed, 20th Mar	Evening 6 - 8.30pm	Sector Knowledge/Leadership: Networking Night
Wed, 27th Mar	Evening 6 - 8.30pm	Board Governance: Emerging Funding Models - Hear how Community Partners fund themselves
Wed, 3rd April	Evening 6 - 8.30pm	Leadership: Taking on a Board Traineeship Program, Meet the Community Partners that have Traineeship Programs and meet past Board Trainees.
Wed, 10th April	Evening 6 - 8.30pm	Board Governance and Leadership: Strategy, Decision Making and Evaluations
Sat 13th April	Saturday 10.00 - 3pm	Board Governance: Board Dynamics, Meetings, Structures, Roles, Values, Norms, Behaviours
Wed, 17th April	Evening 6 - 8.30pm	Board Governance/Leadership/Sector Knowledge: CEO/Board Directors Panel
Wed, 24th April	Evening 6 - 8.30pm	Program: Team Project Culmination Leadership: Public Speaking Skills, Reputation Management and Media Promotions - Becoming a Board Brand Ambassador
Wed, 1st May	Evening 6 - 8.30pm	Program: Graduation Rehearsals and video snapshots Portfolios due
Wed, 8th May	Evening 6 - 8.30pm	Program: Graduation event with Community Partners, Alumni, family and friends
Wed, 15th May	Evening 6 - 8.30pm	Program: Celebration and Program Debrief, Next Steps



PROGRAM FOUNDERS

Dr Nicky Howe and Alicia Curtis founded the Engaging Young Leaders on Aged Care and Community Boards programs in 2013 and in 2016 wrote a book called *Difference Makers: A Leader's Guide to Championing Diversity on Boards* to share their research and experience from the program.

Dr Nicky Howe, Program Director and CEO, Southcare

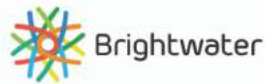
Nicky has been the CEO of Southcare since 2010. She has a Doctorate of Business Administration from the University of Western Australia, a Postgraduate in Management from Flinders University and is an Adjunct Professor at the School of Business at the University of Notre Dame. Nicky is a leadership and management expert and has a diploma in Ontological Coaching from the Newfield Institute. She published *Better Relationships with those You Lead* in 2013, a handbook of practical skills and strategies for leaders and managers.

Alicia Curtis, Program Facilitator, Alyceum

Alicia is one of Australia's most experienced mentors of emerging leaders as an award winning speaker and leadership facilitator. She develops and facilitates highly interactive and challenging leadership programs through her leadership company, Alyceum. Alicia has a Masters in Business Leadership from Curtin University and was recognised in the Westpac and Australian Financial Review's 100 Women of Influence List in 2014. She is an experienced Board Director and has founded two community organisations, Millennium Kids and 100 Women.



COMMUNITY PARTNERS



For more information about the program or the application process, please email Program Facilitator, Alicia Curtis - alicia@alyceum.com.au or head to the www.youngleaderonboards.com.au