



# Frontline

## DEVELOPING FUTURE LEADERS

**Emergency Management Victoria have partnered with the Australian Institute of Police Management to deliver Frontline: Developing Future Leaders, a five day residential program designed for public safety personnel with demonstrated leadership potential. This intensive residential program focusses on foundational leadership initiatives and personal growth.**



### DURATION

Five day residential program



### DATES

18–22 June 2018

5–9 November 2018

6–10 May 2019



### LOCATION

Victorian Emergency Management Institute  
601 Mount Macedon Road  
Mount Macedon VIC 3441



### PROGRAM PRICE

\$4688 per participant (incl. GST)  
Includes accommodation and all meals



### FURTHER INFORMATION

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## WHO SHOULD ATTEND?

Operational and non-operational team leaders with demonstrated leadership potential.

## LEARNING OUTCOMES

- Develop foundational skills to enhance contribution to organisational objectives.
- Understand individual leadership capacities and styles.
- Increase awareness of how personality influences behaviour.
- Gain a clearer understanding of leadership styles.
- Elevate awareness of significant issues facing public safety organisations.
- Expand professional networks and strategic alliances promoting personal development, mentoring and inter-agency liaison.

“Fantastic experience! I learned so much about myself as a person and a leader, as well as the attributes I need to develop to continue my leadership journey. The networking and learning from others in similar roles/positions was invaluable. The presenters were engaging, knowledgeable, helpful, and humorous. I will take away more from this course than I ever imagined I would.”

Carolyn Lewis  
**Australian Federal Police**

## HOW IS THE PROGRAM STRUCTURED?

The program broadly follows the daily agenda outlined below.

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Travel	Building Your Leadership	Leadership Stories	Managing through critical conversation	Presentation of group projects
Orientation	Leading and Managing for Teams	Leadership Stories	Coaching team members	Presentation of group projects
Foundational Leadership	Team Problem Analysis	Communications	Effective Leadership: Resilience	Feedback and debrief
Foundational Leadership	Project Tasking	Communications	Effective Leadership: Balance	Travel
Evening: Syndicate work	Evening: Syndicate work	Evening: Syndicate work	Evening: Syndicate work	Travel

## WHAT DOES THE PROGRAM COVER?

### **Transition from team member to team leader**

The transition to team leader can be one of the most confronting career challenges. For many, remaining in the pack is far more comfortable. This program is an opportunity for participants to consider why they stepped forward, to plan where they go from here and to build confidence knowing there is no stepping back.

### **Managing versus leading**

Team leaders often struggle to get the right balance between managing and leading. This program breaks down the components of management and leadership to clarify how they differ, how they work and how to combine them in practice.

### **Leaders' stories**

In the strong cultures of public safety organisations, stories play a vital part in reinforcing norms and values. Participants are encouraged to develop and share their own leadership stories, listen to others' and understand the power of the story in leadership and followership.

### **Communicating as the public face of the organisation**

Team leaders are frequently the face of their organisation. To fill this role with confidence and poise requires techniques that are learned and practised over time. This program helps participants plan out their leadership presence, posture and key messaging.

### **Managing team performance**

Successful team performance can be a matter of perspective. What do you consider a high-performance team? How well do you 'follow' as part of your management team? This program encourages participants to examine a range of different perspectives on team success and management.

### **Interpersonal communication, coaching and awareness**

In one-on-one communication it's important to know when to listen rather than tell, and when to encourage rather than command. This program helps participants understand the impact they have on others as managers, leaders, coaches, mentors and friends.

### **Beyond being right to being effective**

Team leaders often see the world with simple clarity: 'If only we could do it my way — the right way.' This rarely produces effective outcomes. Being right is not enough; leaders need the ability to adjust their expectations in line with what can reasonably be achieved. This program provides insights into negotiating that challenge.

### **Conversation matters**

Reflective practice is an important learning tool. When reflections are shared, wisdom can emerge. This program encourages powerful conversations about diversity, organisational culture, public value and personal courage.

### **Networking**

Participants will forge and expand professional networks that will help provide informal peer support throughout their future career. The AIPM's multi-agency focus will benefit participants through exposure to a broad range of perspectives not available within their own organisation.

## REPUTATION

The Australian Institute of Police Management (AIPM) is internationally recognised for developing and delivering highly innovative and challenging educational opportunities for senior executives from public safety organisations.

This program is widely recognised as a formative experience in the careers of emerging public safety and emergency services leaders in Australia, New Zealand and beyond.

## WHY THE AIPM?

The AIPM is a globally respected provider of executive education and professional development programs for public safety organisations.

Today's public safety leaders face critical challenges and often need to step outside their organisations to learn how to successfully meet these demands.

The AIPM has supported leaders from over 100 public safety organisations from Australia, New Zealand and a range of other countries.

For each AIPM program we seek a diverse mix of participants from police, fire, emergency services and other public safety organisations. As the operational environment is a collaborative whole-of-government effort, the most beneficial learning environment reflects this multiplicity.

The AIPM delivers multi-jurisdictional, multi-sectional programs to support leaders from the team leader level up to deputy commissioners.

AIPM have a strong focus on sharing tacit knowledge between peers. Discussions in the classroom are only the beginning; the conversations that really matter occur whenever individuals share insights and experience.

## AIPM PROGRAM DIRECTORS

AIPM programs are designed and delivered by professional educators from Australian and international police and emergency service organisations, as well as academics and leading educational consultants.

AIPM program directors remain with each program throughout — facilitating conversations, drawing out connections, challenging assumptions and tying together program themes.

They have the experience and real-world expertise not found outside the public safety environment.