

# TESTIMONIALS

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### What attracted you to the Foundations of Leadership program?

**PM:** I have transitioned to a much senior role this year and work for a great company who give me support by ensuring that I'm provided with the right tools to do my job effectively. We were looking around for a course that focused on transition, influence and self-development and this course ticked all the boxes.

**OP:** I was two months into my first role as a manager and was feeling overwhelmed! I was the typical 'technical specialist to accidental manager'.

“ I had been a technical specialist for over 7 years, and recognised that I would benefit from formal development to transition into my new role as manager. ”

### How is this development program helping to shape your leadership profile?

**PM:** The Emotional Intelligence, 360 feedback and DISC people analytics surveys undertaken at the outset of the course, provided an in-depth understanding about my behaviour, management strengths and weaknesses and how the rest of world might view me.

“ The course really helped to change the way I think and behave because you live with it for 3 months. You can bring back to your team your learnings immediately and then discuss outcomes with the group at the next session. I would say because of this, it's probably the best course I've ever attended. ”

**OP:** In each session, I have a safe space to explore my leadership style. I feel fully supported and value the constructive feedback provided - delivered in a way that encourages me to succeed.

This program really delivers the 70/20/10 learning model. I am challenged to continue my learning and to practise what we discuss in each week's session during the following week at work, and I have really appreciated the opportunity to learn from others in the class, and the facilitator.

### What areas do you think you have improved in most since beginning the program?

**PM:** I think I've improved in many areas since embarking on the course. A huge take-home for me was the role that self-reflection and self-development have in the journey to successful leadership and how valuable and crucial it is to take time out to consider, plan and ensure that you don't lose sight of your own goals.

Being a great leader includes having direction about your own passions and aligning them with those of your team and your company and very importantly listening to feedback and providing constructive two-way conversations. I now take more time to reflect, concentrate on how my team members are feeling, how to improve morale and collaboration in line, with our company's strategic direction.

**OP:** The 360 review provided me many insights. I am now able to recognise patterns in my own behaviour, how I may be perceived by others, and what my motivators and stressors are. I am now able to see how my direct reports see me as a manager. As a result, I am practising being an active and curious listener. By setting aside 30 minutes each week to reflect on what did, and didn't work for the week, I am becoming more self-aware of my management style.