

People Matters

Building the skills of fit-for-future leaders in the Queensland public sector.



institute of
**MANAGERS
AND LEADERS**
australia | new zealand



**Queensland
Government**

People Matters is a foundational leadership program designed to ensure leaders, at all levels, are equipped with the practical skills to manage people and teams.

Participants will grow in confidence and develop skills to build high-performing, capable teams and effectively manage employee performance.

Both People Matters and Performance Conversations take an action-learning approach, where participants apply their new skills and learnings to real scenario-based exercises.

This program is unique to the Queensland public sector and for many, is the first step in their leadership journey within the Queensland Government.



96%

of past participants said they acquired practical strategies they could apply in the workplace



90%

of participants increased their knowledge and confidence in leading people



Action based learning



Virtual or face to face learning



Public Sector context



3 Day Program Overview



Course Duration

3 days + pre-work



Investment

\$940.00 inc. GST

Aligned to the Leadership Competencies for Queensland and is applicable to all team leaders. It lays the foundations needed to thrive as a manager of people. It offers an excellent opportunity for established team leaders to refine their skills and knowledge in leadership and people management.

The action learning format will help participants understand their personal leadership style and responsibilities as a leader in the Queensland public sector.

Throughout the program leaders will apply their new skills to scenario-based exercises. This gives them the opportunity to practice and receive feedback in a safe environment and gain the confidence to apply their learnings back in the workplace.

Who should attend

People Matters is an essential program for aspiring and recently appointed team leaders to gain the foundational knowledge and skills to lead and manage people effectively. Established team leaders will build upon, develop and refresh their skills in people management and leadership.

Delivery mode

The People Matters program is delivered over three days and is available as:

- An open scheduled program (of participants from organisations across the Queensland public sector), available either in person, or via Microsoft Teams
- An agency in-house program at their location, also available in person or via Teams

Modules

Module 1: Leading Teams

Module 2: Communicating Effectively (including DiSC debrief)

Module 3: Managing for Performance

Module 4: Managing Change

Learning outcomes

On completion of the program you will gain:

- A deeper understanding of the responsibilities of a Queensland public sector leader
- Knowledge, skills and confidence to successfully manage people, performance and change
- Skills to become a more effective communicator across a range of mediums and situations
- Increased self-awareness around your behavioural styles and the styles of those around you
- Confidence to lead with compassion and purpose

Program overview

Performance Conversations



Course Duration

1 day



Investment

\$360.00 inc. GST

Performance Conversations builds upon your knowledge and skills to confidently manage people and employee performance.

Designed to help team and program leaders, executives and individual contributors in the Queensland public sector to understand their legislative responsibilities in managing the performance of people and teams. Participants will gain the tools and confidence to create a positive team culture.

Delivery mode

Performance Conversations can be undertaken in an open stand-alone one-day workshop, or as an extension to an in-house People Matters program. Both are available either in person or virtually via Microsoft Teams.

On completion of this course you will gain:

- A deeper understanding of the responsibilities of a Queensland public sector leader
- Skills to apply a strength-based approach to conducting performance conversations
- Confidence to manage and have challenging conversations
- Practical tools to lead with compassion and purpose
- The ability to collaboratively set goals and understand the performance improvement process.



We're here to help, contact us!

Have a question about our
People Matters program, or
need advice about where to
start? Get in touch!

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