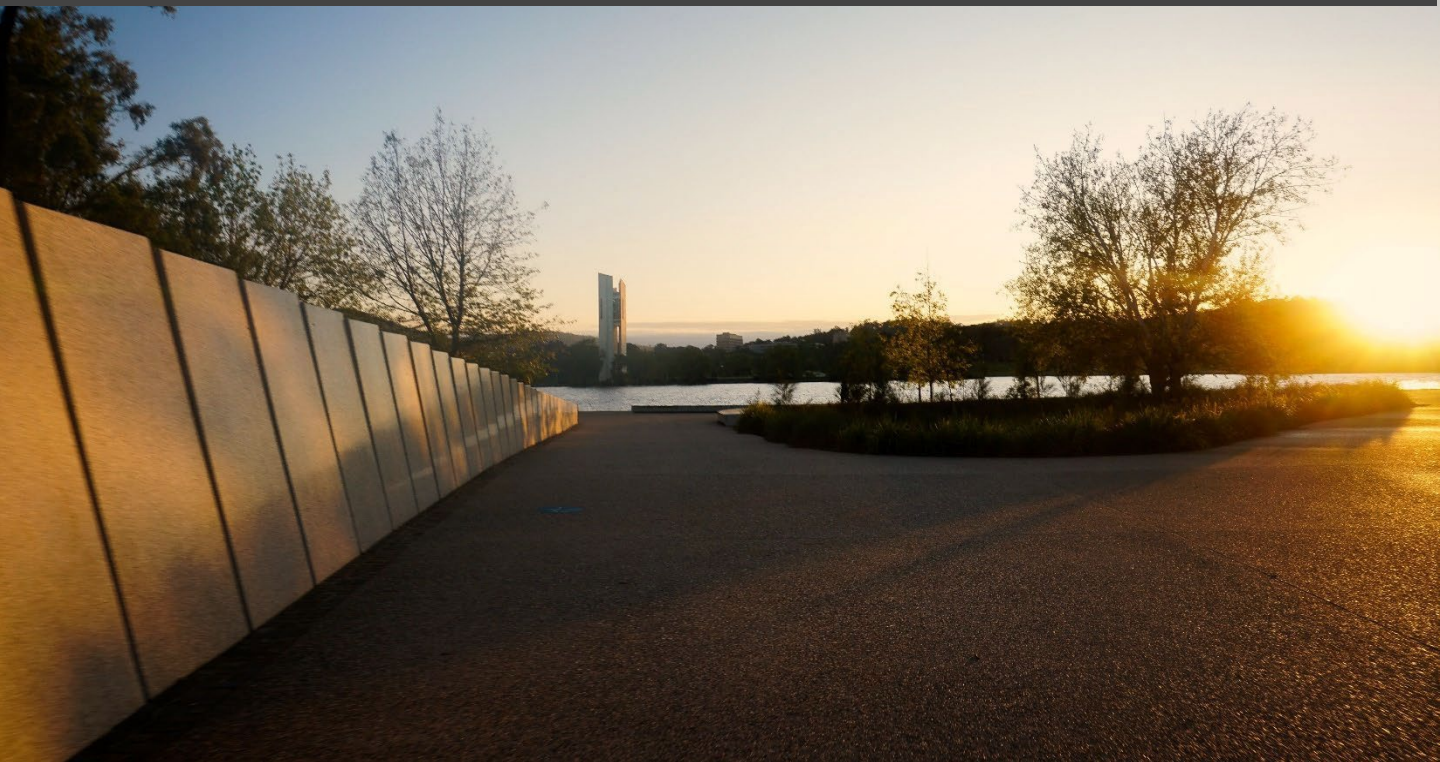




Because public sector leadership matters

Year Long Learning

Define Potential's Public Programs 2026

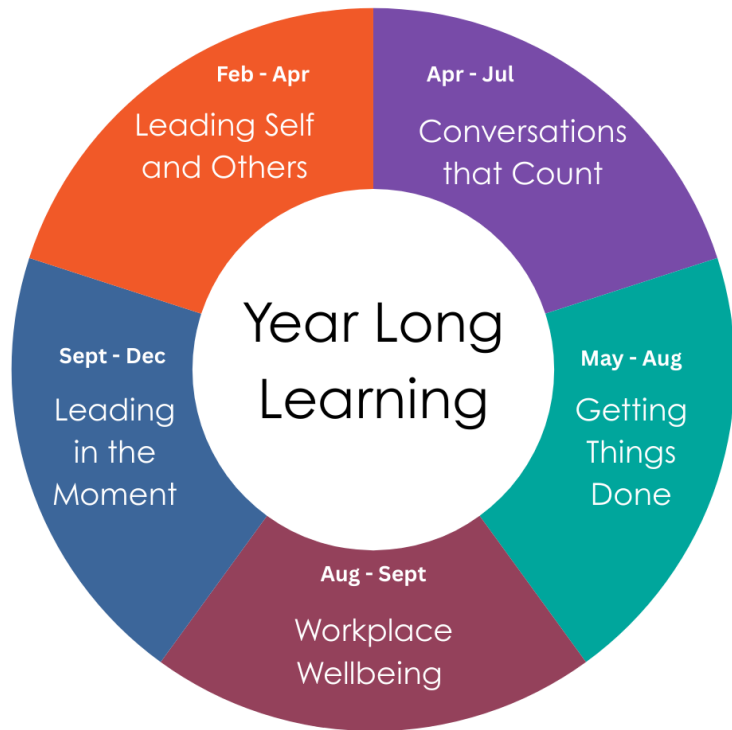


Year Long Learning with Define Potential

Every organisation has its own flow: we offer learning that moves in time with yours.

At Define Potential we understand the business cycle: those recurring priorities and milestones that shape your year. Our public programs align with this operational rhythm, to ensure your learning lands when it matters most.

The journey starts with leading self and others, laying strong foundations early in the year. As priorities take shape, attention turns to feedback and performance conversations, followed by practical modules on achieving results and workplace wellbeing. The series concludes with a look at different leadership moments, helping you to lead in the right way, at the right time.



Prefer to go deeper? We offer multi-day intensives too

Emerging Leaders

Enhancing Your Leadership

Leadership Futures

Positioned alongside our year-long learning schedule – and separate from the learning packages – our intensive courses are designed to sit comfortably alongside, strengthening and extending core leadership skills.



What's included?

Each course in the Year Long Learning program has been designed with public sector leaders in mind.

Pick one or Pick them all!

- 6 hours online via MS Teams (9.30am – 4pm)
- Experienced facilitators with real-world public sector leadership experience
- Interactive, engaging and focused on public sector skills and challenges
- Network with fellow public sector employees and engage in peer-to-peer learning
- Access to Define Potential portal with further articles, reading lists of podcast recommendations to continue your learning at your own pace.

What does it cost?#

Year Long Learning pricing is structured to support your individual learning journey: the more courses you take, the more value you receive.

Bundle your learning, boost your savings

- One course, \$750pp
- Book 3 courses*, save 5% (\$2,137.50)
- Book 6 courses*, save 10% (\$4,050)
- Book the whole year*, save 20% (\$7,200)

Does not include intensive courses

* Discounts apply to individual bookings across multiple courses

YEAR LONG LEARNING MODULES

LEADING SELF AND OTHERS

SELF AND OTHER AWARENESS

- Understand the importance of **self knowledge** and self management for strong performance
- Build awareness of own and others' work style **preferences**, thinking style or behavioural tendencies
- Understand how **emotional intelligence** contributes to leadership
- Develop skills for eliciting regular, on-the-job **feedback**

INDIVIDUAL DEVELOPMENT PLANNING (GOAL SETTING AND ALIGNMENT)

- Explore **personal values**, individual preferences, **skill gaps** and career aspirations
- Build **alignment** between personal and organisational goals
- Identify development approaches that work
- Explore **goal setting** – SMARTER goals with peer review and practice
- Understand **potential**, and how to develop yourself and others

TEAM DYNAMICS AND COMMUNICATION

- What makes a team?
- Understanding **self** within a team
- Explore tools for strengthening **teamwork** and **purpose**
- Managing **Team Dynamics**
- **Reading others** and communicating across different needs

GIVING EFFECTIVE FEEDBACK

- Explore what supports **effective feedback** and communication considering: the purpose of feedback, elements that support and inhibit **constructive feedback and emotional responses**
- Explore key frameworks and approaches to giving feedback
- Consider the **human aspect** of feedback and communication
- Put it all together with practice using case studies

PERFORMANCE MANAGEMENT FUNDAMENTALS

- **Explore what is performance management, what works and what doesn't**, exploring the current approaches to performance management
- Explore **key frameworks** and models
- Techniques for **establishing and maintaining** a performance mindset, reflection and application
- Practice with case studies

LEADING CONSTRUCTIVE PERFORMANCE CONVERSATIONS

- Explore what makes a **constructive discussion**, considering key challenges and objectives
- Consider a useful structure for the conversations,
- Develop skills through practice
- Learn how to set **performance objectives** and structure a constructive feedback session while managing own emotions

MANAGING UNDERPERFORMANCE

- Identify root causes of performance shortfalls
- Explore approaches to addressing **underperformance** constructively
- Learn to use Performance Improvement Plans effectively
- Practice **structuring and leading** an underperformance discussion

CONVERSATIONS THAT COUNT

YEAR LONG LEARNING MODULES

GETTING THINGS DONE

MANAGING COMPETING PRIORITIES

- **Managing self** when delegating
- Explore the concepts of urgency, importance and **time vs effort**
- Identify **when to delegate** and when to coach
- Practice message framing and re-framing

ANALYTICAL THINKING AND PROBLEM SOLVING

- Understand key concepts in analysis and **critical thinking**
- Explore **thinking styles**, cognitive biases and their impact on reasoning and problem solving
- Practice using different problem-solving models
- Better brainstorming – understanding **barriers** to creativity, innovation and agility

WORKING IN A FLEXIBLE ENVIRONMENT

- Understand best practice for **leading from afar**
- Explore strategies to maintain high performance and team cohesion
- Identify opportunities to maintain a healthy **work/life balance**

COLLABORATING WITH AI

- Recognise dual **impact of AI** on team dynamics
- Explore practical frameworks to clarify rules and **build transparency** around using AI
- Explore ways to build **psychological safety** for your team when integrating AI
- Identify ways to test and refine ways that AI can provide support

WORKPLACE WELLBEING

BUILDING TRUST AND ENGAGEMENT

- Explore **leadership authenticity** and how to apply it
- Authenticity through **storytelling**
- Self-reflection and your leadership story
- Identify signs of **motivation and engagement**
- Understanding your role in building positive workplace relationships

PSYCHOSOCIAL HAZARDS OF CHANGE

- Identify **psychological hazards** of change
- Define emotional reactions to **change**
- Understand the role of leaders in **reducing stress**
- Explore practical applications of change management



YEAR LONG LEARNING MODULES

LEADING STRATEGICALLY

- Understand **strategic thinking** and its role in leadership
- Explore how to leverage **strengths** and address **challenges**
- Consider various models for strategic thinking: operational vs strategy
- Identify **development paths** for building strategy

LEADING TEAMS IN TIMES OF CHANGE

- Examine your role as a leader in change, identifying **transactional vs transformational leadership**
- Identify the emotional aspects of change
- Explore **communication strategies** to support teams during change
- Develop approaches to **maintain momentum** and morale

COACHING AND MOTIVATING OTHERS

- Understand what tends to motivate people at work, and what sustains people's **motivation over time**
- Using **feedback** as a motivational lever
- Enhance skills in identifying own **biases influencing work**
- Explore **coaching** as a motivational tool for improved performance across the team
- Practice using effective coaching questions

COLLABORATIVE APPROACHES TO CONFLICT RESOLUTION

- Recognise triggers for potential **conflict** and why they occur
- Explore techniques to effectively manage conversations involving conflict
- Understand how to identify, analyse and prioritise **stakeholder engagement**
- Explore collaborative conflict management approaches



LEADERSHIP INTENSIVES

EMERGING LEADERS

Through this course you will:

- Understand **management mindsets** that create high-performing teams
- Use coaching, delegation, and **situational leadership** to manage team workloads
- Discover your leadership purpose
- Develop self-awareness using the **DiSC Management** diagnostic
- Cultivate **influencing skills** to inspire others to high-performance
- Learn how to manage **performance** through giving constructive feedback
- Understand the **psychological dynamics** of leading a team through change



- 2-days in person
- 1hr Executive Coaching Session
- APS5 – new EL1
- **\$2,600 GST inc.**

ENHANCING YOUR LEADERSHIP



Through this course you will explore:

- 2-days in person
- 1hr Executive Coaching Session
- Experienced EL1s
- **\$3,039 GST inc.**

- Building **leadership awareness**
- Identifying your leadership purpose
- Leading with **courage and authenticity**
- Leading in a complex environment
- Strategic **decision making**
- Coaching for collaboration
- Managing **difficult conversations**
- Inspiring others

LEADERSHIP FUTURES

Through this course you will:

- Explore leading with **authenticity**
- Build your personal risk tolerance
- Create **commitment** and purpose
- Consider how you lead with **integrity**
- Cultivate the skills and courage needed to manage adaptive workplace challenges
- Build the skills to **strategically influence** others and lead change
- Develop insightful **emotional intelligence** for effective stakeholder engagement
- Develop practical experience **leading others** through coaching
- **Build and maintain resilience** through transforming your internal dialogue



- 6 x 1-day modules over 6 months
- 2 x Executive Coaching Sessions
- EL1 – EL2s
- Peer Learning Circles
- **\$6,014 GST inc.**

UPCOMING COURSES

	Course	Dates	Location	Registration Link
Leading Self & Others	Self and other awareness	12 March 2026	Online	Click here to register
	Individual Development Planning	24 March 2026	Online	Click here to register
	Team Dynamics and Communication	1 April 2026	Online	Click here to register
Conversations that Count	Performance Management Fundamentals	22 April 2026	Online	Click here to register
	Leading Constructive Performance Conversations	20 May 2026	Online	Click here to register
	Giving Effective Feedback	28 May 2026	Online	Click here to register
	Managing Underperformance	3 June 2026	Online	Click here to register
Getting Things Done	Managing Competing Priorities	27 May 2026	Online	Click here to register
	Analytical Thinking and Problem Solving	18 June 2026	Online	Click here to register
	Working in a Flexible Environment	30 July 2026	Online	Click here to register
	Collaborating with AI	25 August 2026	Online	Click here to register
Workplace Wellbeing	Building Trust and Engagement	12 August 2026	Online	Click here to register
	Psychosocial hazards of change	10 September 2026	Online	Click here to register
Leading in the Moment	Leading Strategically	8 September 2026	Online	Click here to register
	Leading Teams in Times of Change	23 September 2026	Online	Click here to register
	Collaborative Approaches to Conflict Resolution.	28 October 2026	Online	Click here to register
	Coaching and Motivating Others	19 November 2026	Online	Click here to register
Leadership Intensive	<i>Emerging Leaders</i>	<i>25 and 26 March 2026</i>	<i>Online</i>	Click here to register
	<i>Enhancing Your Leadership</i>	<i>5 and 6 May 2026</i>	<i>WOTSO Dickson</i>	Click here to register
	<i>Leadership Futures</i>	<i>Module 1 – 17 & 18 June Module 2 – 22 & 23 July Module 3 – 20 August</i>	<i>WOTSO Dickson</i>	Click here to register
	<i>Emerging Leaders</i>	<i>16 and 17 September 2026</i>	<i>WOTSO Dickson</i>	Click here to register
	<i>Enhancing Your Leadership</i>	<i>20 and 21 October 2026</i>	<i>Online</i>	Click here to register