



# AIPM Leadership Development Guide

## 2026-2027



The AIPM Leadership Development Guide includes the 2026-27 calendar, pricing, rank or level participant guide, short descriptions and participant journey maps.

The participant journey maps indicate the importance of visiting fellows, mentors and AIPM alumni in our executive leadership strategies.

Along with jurisdictional subject matter experts, they provide unique value in contextualising the complexity of policing and public safety across multiple jurisdictions.

Our visiting fellows and mentors provide tacit professional knowledge, experience and perspective to complement research, theories and development approaches.

Importantly, our visiting fellows provide the close learning support essential for keeping the AIPM a trusted learning environment.

## AIPM Venue

The AIPM is available to Police jurisdictions and Public Safety agencies for their next conference or learning activity.

Experience an environment that will inspire, connect, engage and re-energise your team.

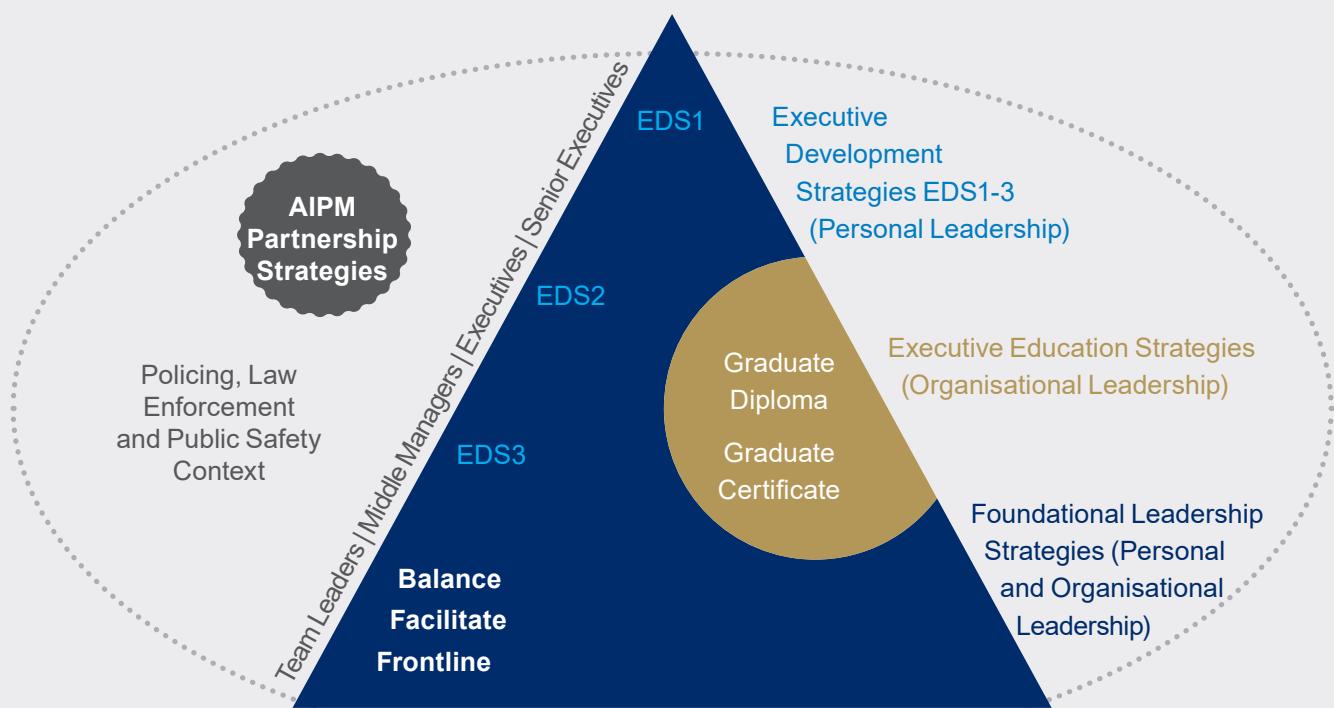
Located on North Head, Manly, surrounded by the Sydney Harbour National Park, with executive training facilities for all professional development needs.

For more information please visit [aipm.gov.au/venue](http://aipm.gov.au/venue)

# Contents

AIPM Calendar 2026-27	4
Executive Development Strategy 1	6
Executive Development Strategy 2	7
Executive Development Strategy 3	8
Graduate Diploma	10
Graduate Certificate	11
Balance	12
Frontline	14
Facilitate	15

## AIPM Executive Leadership Suite



# AIPM Calendar 2026-27

## 2026

### August

**EDS2**  
Residential 1  
24-28 August 2026

### September

**EDS3-1**  
Residential  
14-18 September 2026

**Balance 1**  
Residential:  
21-25 September 2026

### October

**2026 Graduate Certificate 1**  
Residential  
11-23 October 2026

### November

**2026 Graduate Certificate 2**  
Residential  
8-20 November 2026

**EDS3-2**  
Residential  
23-27 November 2026

**2026 Graduate Diploma**  
Residential  
29 November - 11 December 2026

## 2027

### February

**Facilitate**  
Residential  
3-4 February 2027

### EDS3-3

Residential  
22-26 February 2027

### March

**Frontline**  
Residential  
1-5 March 2027

### EDS3-3

Residential  
23-27 March 2026

### April

**EDS2**  
Residential 2  
5-9 April 2027

**EDS3-4**  
Residential  
19-23 April 2027

### May

**Balance 2**  
Residential:  
17-21 May 2027

### June

**EDS3 - 5**  
Residential  
7-11 June 2027

	APS6 Team Leader Sergeant SnrSergeant	Executive Level 1 Inspector	Executive Level 2	SES Band 1 Commander Chief Superintendent	SES Band 2 Assistant Commissioner	SES Band 3 Deputy Commissioner
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### Executive Development Strategies (EDS)

EDS1						
EDS2						
EDS3						

### Executive Education Strategies (EES)

Graduate Diploma						
Graduate Certificate						
Foundational Leadership Strategies (FLS)						
Balance						
Frontline						
Facilitate						



# Executive Development Strategy 1

AIPM EDS1 strengthens the leadership capability of senior executives in policing and public safety to ensure all-of-organisation performance. By building leadership capacity for future ready organisations, ongoing performance, confidence and trust is ensured.

AIPM EDS1 supports the readiness of senior executive officers to succeed in the challenges of the principal leadership role as Commissioner or Chief Executive Officers.

Through peer-based learning, facilitated discussions, coaching and organisational support, participants explore different approaches for success and leadership through the complexity of multiple internal, cross-agency and cross-boundary perspectives.

## Learning Outcomes

Individual leadership:  
Lead across all law enforcement/public safety sectors to deliver better outcomes and safer communities.

Organisational leadership:  
Build and strengthen organisational capabilities for continuity and renewal.

## Who should attend

Senior executive officers with the capability and desire to take up Commissioner or CEO roles.

## Price

ANZ Police \$18,900  
Multi-Agency \$20,790

## Key Dates

Not available in 2026-27.  
Commissioners determine availability.

## Participant journey map



# Executive Development Strategy 2

AIPM EDS2 enhances the capabilities of participants to work more effectively with their senior executive team. EDS2 will sharpen their ability to make better decisions for organisational alignment and strategy and support their role in technological, cultural and operational renewal.

AIPM EDS2 offers a broad range of development strategies to complement peer-based learning and AIPM facilitation.

EDS2 prepares executives for the challenges of leading across the organisation and across agencies. Participants explore the changing leadership expectations, especially for police knowledge, wellness, diversity, collaboration, accountability, technical expertise and political nous, from the business area to the organisational level.

## Learning Outcomes

- Examine and interpret challenges which demand solutions beyond conventional approaches.
- Plan, experiment and implement strategies to initiate new organisational practices for effective change.
- Exercise a broad, flexible individual leadership repertoire to deliver portfolio outcomes and strengthen strategic results.

## Who should attend

Senior executive level officers.

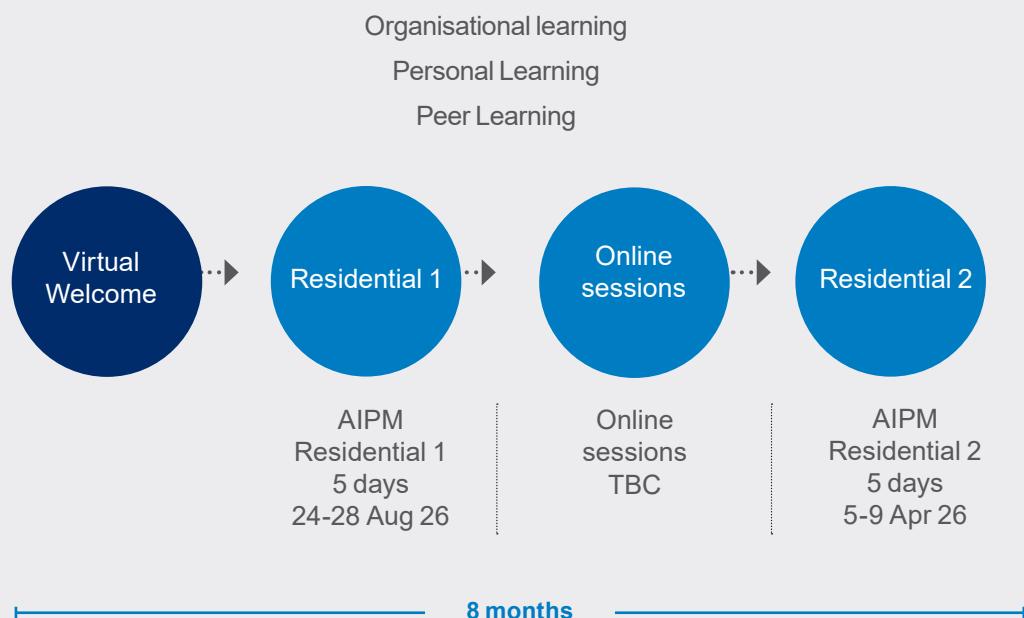
## Price

ANZ Police \$16,900  
Multi-Agency \$18,590

## Key Dates

Residential 1: 24-28 August 2026  
Residential 2: 5-9 April 2026

## Participant journey map



# Executive Development Strategy 3

EDS3 incorporates a range of engaging and effective research-supported development approaches for middle level managers in police organisations.

EDS3 examines the leadership transition from middle management to more senior roles with a focus on individual impact and growth.

The program encourages participants to leverage their own unique leadership style to build thriving, high performance teams.

EDS3 draws upon peer and organisational perspectives of contemporary policing tensions including policy, operations, executive and team to help participants identify and take responsibility for their own leadership and learning journey.

## Learning Outcomes

- Assess the tensions of stakeholders within a workplace challenge (both personal and organisational within role).
- Practise leadership techniques to deliver better results for current and future priorities.
- Observe behaviour patterns and preferences when managing a range of competing stakeholder perspectives.
- Expand and develop their professional peer network through information exchange and giving and receiving peer support.

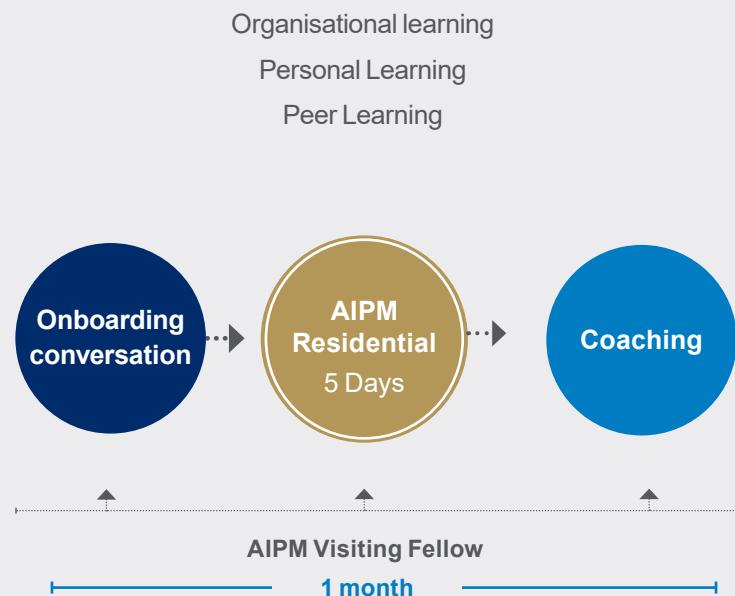
## Price

ANZ Police \$7,050  
Multi-Agency \$7,7550

## Who should attend

Middle managers looking to transition into more senior roles.

## Participant journey map



## Key dates

**EDS3 - 1**  
Residential: 14-18 Sept 26

**EDS3 - 2**  
Residential: 23-27 Nov 26

**EDS3 - 3**  
Residential: 22-26 Feb 27

**EDS3 - 4**  
Residential: 19-23 Apr 27

**EDS3 - 5**  
Residential: 7-11 Jun 27



# Graduate Diploma of Executive Leadership

## (Policing and Emergency Services)

The AIPM Graduate Diploma is a personal and organisational commitment to education and leadership development. The length and depth of study required for success demonstrates commitment, resilience and intellectual agility.

Leadership development through academic study builds maturing capability for high levels of critical thought enabling a more discerning user of research.

Recent design changes to the residential sessions shift the focus from individual completion to group based collective achievement.

The residential session actively nurtures a diversity of leadership thinking and innovation in practice for achieving better organisational outcomes.

### Learning Outcomes

- Analyse behaviours and skills required for strategic judgment and decision-making
- Apply high-level executive communication and critical analysis
- Recognise the importance of flexibility and creativity in problem-solving
- Analytically predict future public safety issues

### Who should attend

The AIPM Graduate Certificate is a pre-requisite.

### Price

ANZ Police \$13,000  
Multi-Agency \$14,300

### Key Dates

See academic calendar

### Participant journey map



# Graduate Certificate in Applied Management (Policing and Emergency Services)

The AIPM Graduate Certificate is a highly impactful development opportunity with an emphasis on organisational leadership.

The Graduate Certificate is a personal and organisational commitment to education and leadership development.

Distance education builds deep personal resilience while the residential builds connection through group based activities and assessment.

Organisational leadership is the key focus of the education with codified knowledge and personal experience underpinning the practice of academic research, argument and writing skills - all highly regarded skills for effective leadership.

## Price

ANZ Police \$11,150  
Multi-Agency \$12,265

## Learning Outcomes

- Develop the capability to analyse and plan for complex management problems
- Build knowledge in corporate planning, resource management and public accountability
- Assess effective processes and performance outcomes
- Formulate corporate improvement strategies
- Analyse trends influencing public safety organisations

## Who should attend

Those aspiring to build their professional knowledge and leadership through academic study.

## Participant journey map



# Balance

AIPM Balance enhances the skills and knowledge of women in public safety, building their influence and responsibility to support better organisational performance.

AIPM Balance has been a foundational development and professional networking opportunity since its inception in 2015.

Drawing upon the key successful elements of Balance – effective development, professional networking and real time workplace application.

AIPM Balance builds a layered learning approach, moving from self-paced learning into the residential where learning occurs in the large networked cohort, within small syndicate cohorts and with the program delivery team.

## Learning Outcomes

- Deploy their leadership strengths to drive organisational performance.
- Navigate specific challenges for women in police and public safety leadership roles.
- Influence decision-makers in their organisation to shape solutions to improve gender diversity outcomes.
- Balance personal and work commitments to develop their full leadership potential.

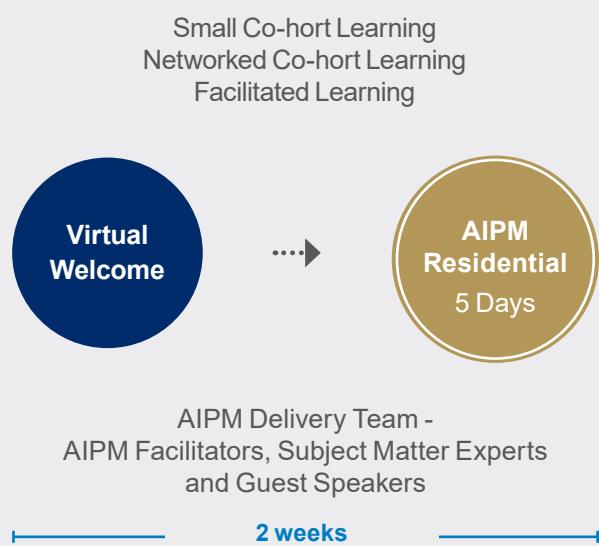
## Price

ANZ Police \$4,750  
Multi-Agency \$5,225

## Who should attend

Women in leadership roles seeking to develop their own leadership approach.

## Participant journey map





# Frontline

Frontline is a foundational development opportunity for building effective leadership practices and personal growth for team leaders and operational supervisors.

Better organisational performance is supported by frontline leaders capable of deploying a range of effective leadership approaches to meet the challenges posed by an increasingly complex operational environment and an increasingly diverse community and workforce.

Frontline explores leadership from the perspective of complexity and diversity, with a focus on encouraging individual capability and desire for continual growth and learning.

The program will build skills for better operational, procedural and cultural change issues.

## Price

ANZ Police \$4,750  
Multi-Agency \$5,225

## Learning Outcomes

- Skilfully assess the broader context, including perspectives, priorities and interests to make effective judgements and progress complex operational, procedural and cultural change issues.
- Effectively influence others to manage competing demands, mobilise change and strengthen workplace practices.
- Exercise self-awareness and resilience when managing the tensions and demands of the leadership role.

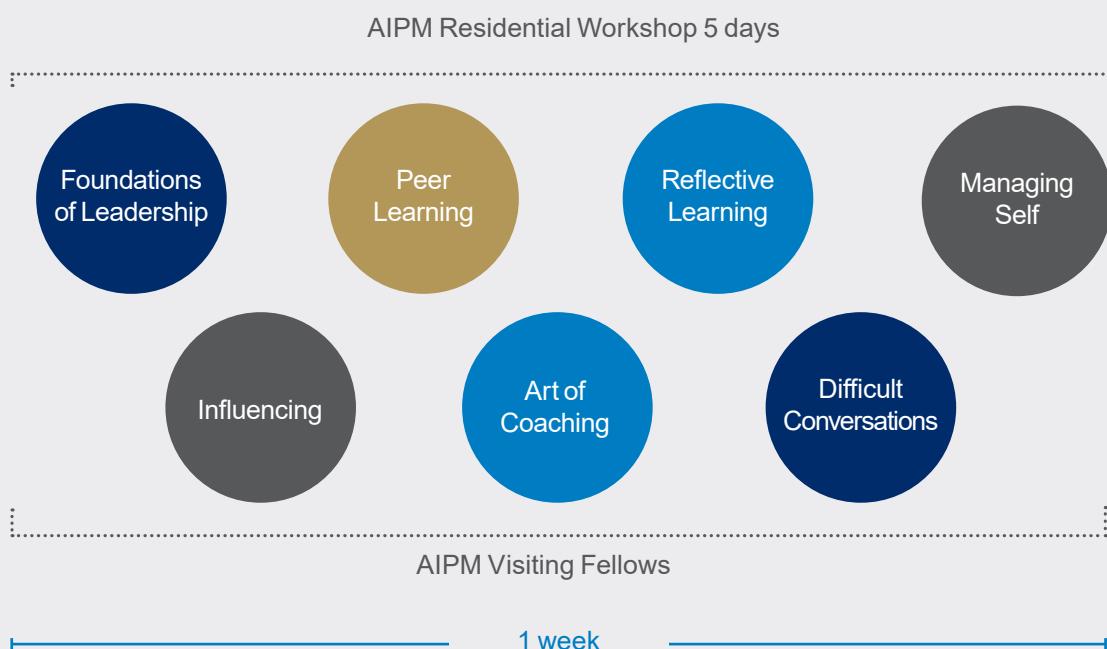
## Who should attend

Leaders in supervisory roles interested in learning more about leadership.

## Key Dates

Residential: 1-5 March 2027

## Participant journey map



# Facilitate

Facilitate is a foundational development opportunity to enhance skills for individual and organisational learning to overcome current and emerging challenges.

Effective learning organisations are quicker in assessing challenges, creating opportunities and overcoming setbacks. Central to the growth of learning organisations is the role of leaders in facilitating and creating meaningful conversations which encourage collective engagement, listening and learning.

Facilitate is designed for leaders who inspire others to learn their way through unknown and unusual complex environments, for those keen to inspire a new cadre of recruits to rethink their expectations of policing.

## Learning Outcomes

- Hone their own facilitation approach and practices and those of their colleagues
- Engage with a group to draw out productive and valuable conversations to promote learning.
- Utilise a greater range of skills, techniques and tools to inspire learners and facilitate learning.
- Identify individual defaults that arise as a facilitator and develop strategies to manage yourself productively.

## Who should attend

Leaders from all levels keen to develop new skills in facilitation.

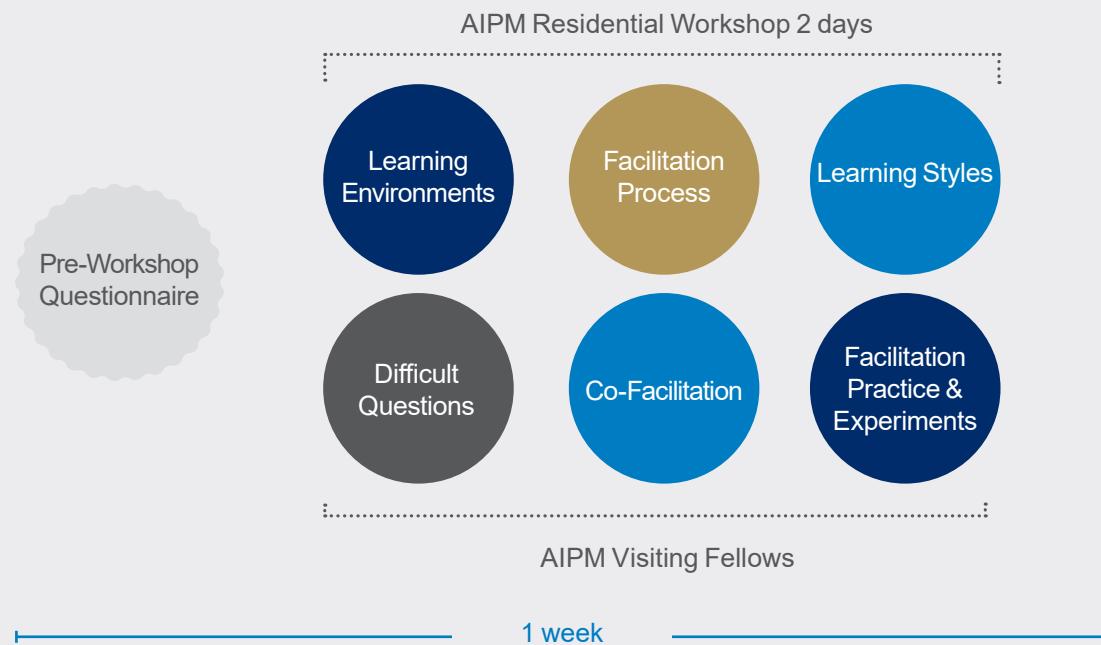
## Price

ANZ Police \$1,6300  
Multi-Agency \$1,790

## Key Dates

3-4 February 2027

## Participant journey map



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