

# AIPM Balance Online



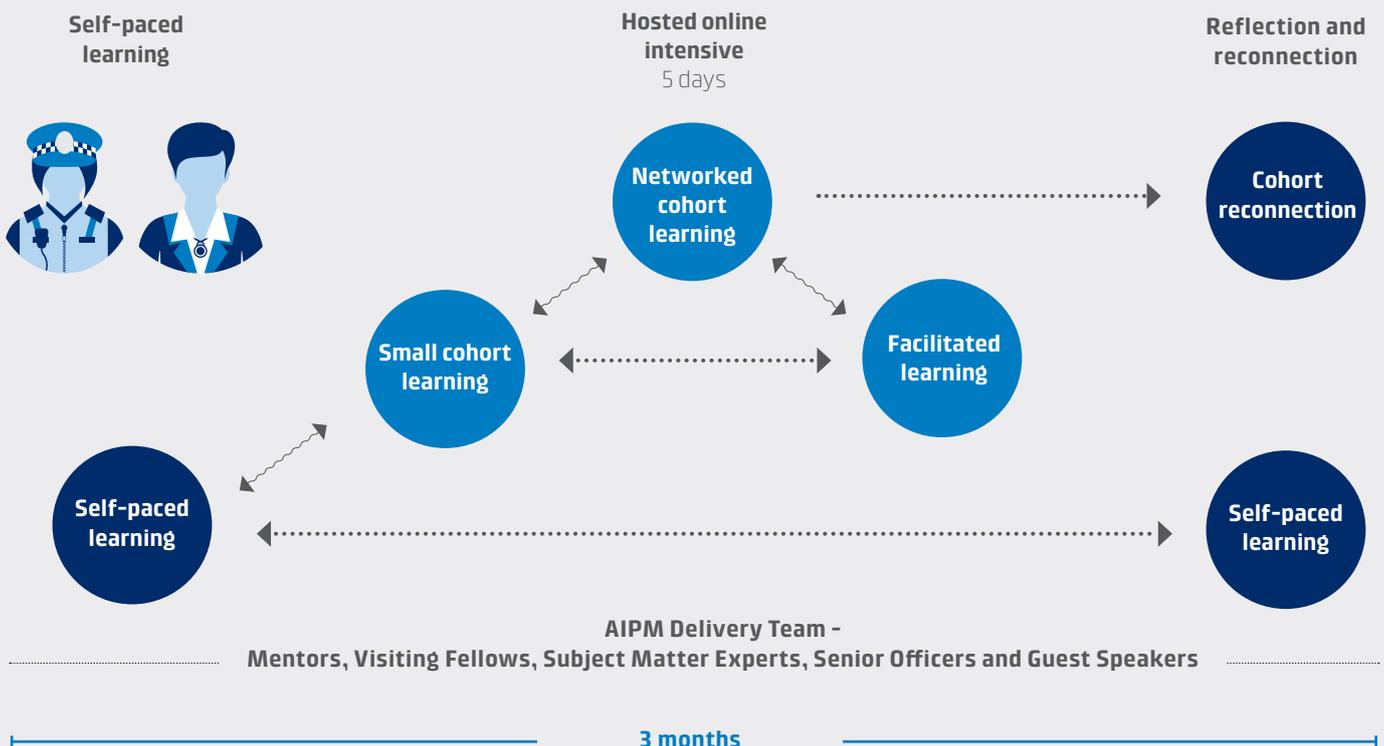
AIPM Balance Online enhances the skills and knowledge of women in public safety, building their influence and responsibility to support better organisational performance.

The disruption of the Covid pandemic provides the opportunity to rethink and redesign our very popular and effective traditional Balance program. AIPM Balance has been a foundational development and professional networking opportunity since its inception in 2015.

Drawing upon the key successful elements of Balance – AIPM Balance Online provides certainty of delivery, effective development, professional networking, real time workplace application and the flexibility and opportunities of online learning.

<p> <b>Key dates</b></p> <p><b>Nominations</b> 15 February 2021</p> <p><b>Onboarding</b> 1 March 2021</p> <p><b>Self-paced learning</b> 15 March 2021</p> <p><b>Hosted online intensive</b> Cohort 1: 19-23 April 2021 Cohort 2: 3-7 May 2021</p> <p><b>Cohort reconnection</b> June 2021</p>	<p> <b>Duration</b> 3 months</p> <p> <b>Price</b> <b>ANZ Police</b> \$3,000 GST free</p> <p><b>Multi-agency</b> \$3,300 GST free for government entity</p>	<p><b>Who should attend?</b> This program is best suited to participants within the range of Snr. Sergeant (APS6) and Inspector (EL1). Mentors and syndicate leaders will be drawn from high ranks and levels of experience.</p>
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## Participant journey map



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

### **Program Design**

The program is designed in three parts:

**Self-paced learning** – individual participants are introduced to a number of key Balance concepts with a specific focus on real time workplace application and reflective learning.

**Hosted online intensive** – individuals and syndicate come together for a week (five consecutive days) of collective learning. Moving between different layers of personal, professional, syndicate and cohort learning, participants are introduced to, and experiment with, many of the core learning concepts within the Balance program.

**Reflection and reconnection** – participants have the opportunity to reconnect and share their learning experience within the large networked cohort and the small syndicate cohorts.

### **Program Delivery Team**

AIPM Balance Online is managed by the AIPM delivery team, supported by a professional cohort of mentors, many of whom are graduates of previous Balance programs. It will be supported by subject matter experts in gender, diversity and leadership. AIPM Balance Online will also seek access to notable female public leaders, in a way residential Balance programs have not previously been able to achieve. The opportunities inherent within online learning will be trialled to fully benefit from this delivery mode.

### **Learning Environment**

AIPM Balance Online is designed as an immersive learning experience. Participants will need time and space away from their normal working environment during the one week hosted online intensive and the one day cohort reconnection. To be successful participants will need to be fully committed and present in support of individual and collective learning.

### **Learning Times**

#### **Cohort 1:**

Intensive 8.30am - 2.30pm AEST  
Reconnection 8.30am - 2.30pm AEST

#### **Cohort 2:**

Intensive 11am - 5pm AEST  
Reconnection 11am - 5pm AEST

### **Technology Requirements**

Participants will need to access the Intensive and Reconnection sessions with camera and microphone capabilities.

### **The Future of the Balance Program**

The AIPM remains committed to the Balance program and its role in supporting women leaders in public safety organisations.

The AIPM remains committed to using our wonderful site in Manly, to its full advantage, in a post Covid time. However, the advantages offered by distance and virtual learning will be incorporated into all our program designs, giving the AIPM and our participants greater access, choice and opportunity.