

Executive Development Strategy 3 (Covid) Partnered Leadership Development (Virtual)



AIPM EDS3 (Covid) provides the opportunity for middle managers to build their leadership skills during the extraordinary challenges of the Covid pandemic.

This four-month leadership strategy addresses the contemporary leadership challenges posed by Covid-19.

Through a combination of intentional partnerships, participants are offered multiple layers of support to reflect, share, experiment and learn towards their own effective leadership skills and approaches.

EDS3 (Covid) is offered as a timely virtual alternative to the planned EDS3 program, which was built around the residential workshop at the AIPM. No residential workshops either at the AIPM or in regional locations are able to be planned in the current circumstances.

Intentional Learning Partnerships

- Participant & Manager
- Participant & AIPM
- Participant & Peers

Layers of Virtual Learning Support

- Multi-agency cohort of 8-10 participants
- AIPM Facilitator
- Virtual workshops
- AIPM Executive Coaching
- AIPM Visiting Fellow support
- Peer-2-Peer conversations



EDS3 (Covid) Intake 1
14 September 2020
 Nominations due
1 October 2020
 Strategy commences
March 2021
 Intake concludes



EDS3 (Covid) Intake 2
1 December 2020
 Nominations due
1 February 2021
 Strategy commences
June 2021
 Intake concludes



Duration
4 months

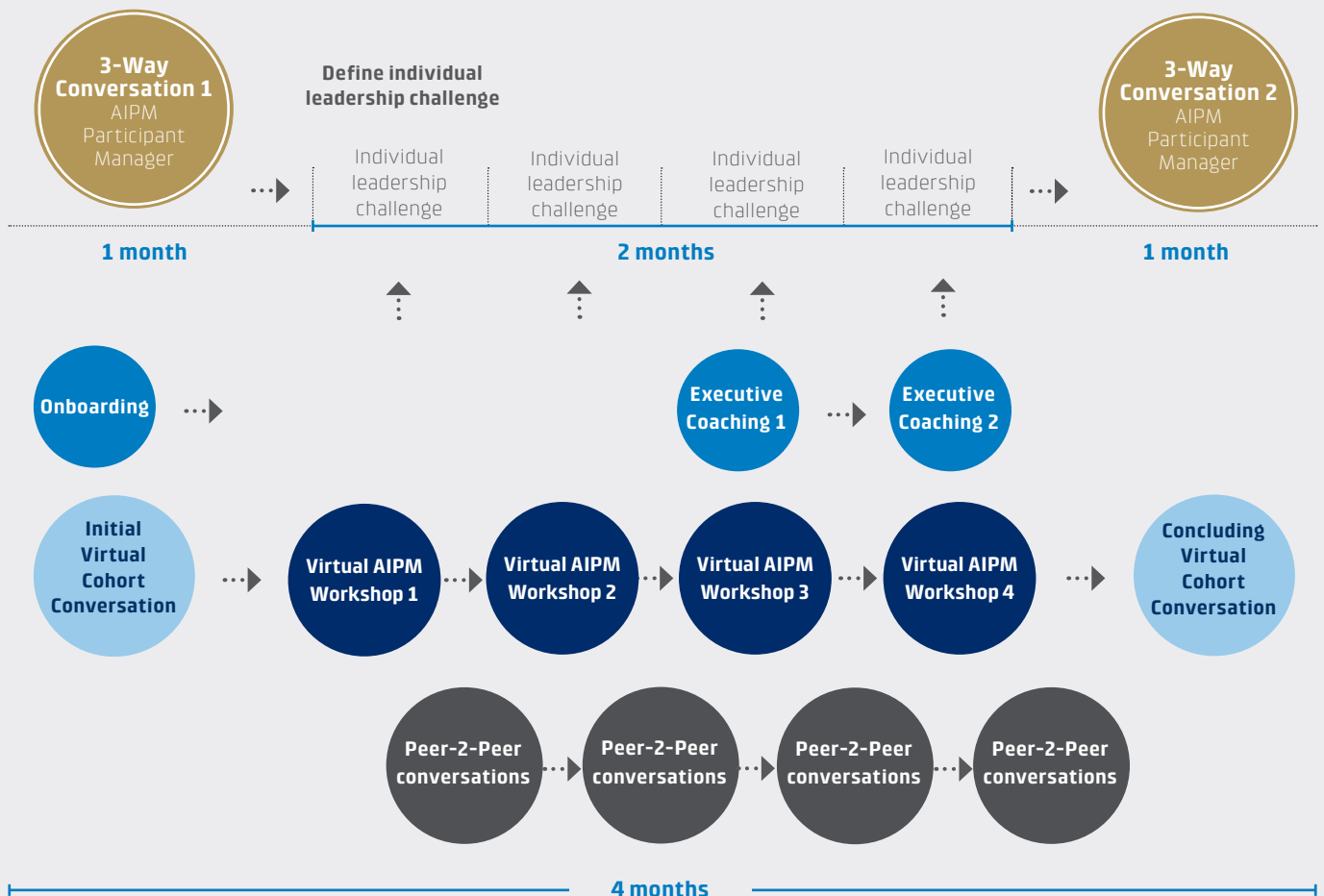


Price
 \$5,300 (ANZ Police)
 \$5,830 (Multi-Agency)

Who should attend?

- Current EDS3 nominees
- Middle managers seeking better leadership in extraordinary challenges.

Participant journey map



At the core of this leadership development strategy is the two month opportunity to experiment with new leadership approaches within the workplace on a nominated individual leadership challenge. This intentional partnering with the participants' manager is a critical component of the strategy, and three way conversations between the AIPM, the participant and the manager bookend the beginning and end of the strategy. In this strategy, the workplace, both virtual and physical, is the domain for learning better leadership.

The strategy supports the individual leadership challenges within the workplace with multiple levels of learning provided by the AIPM and the multi-agency cohort of peer participants.

All learning activities occur within work time, and are design to be immediately applied and experimented with, enabling short learning loops and quick access to double loop learning through AIPM facilitators and coaches, visiting fellows, peers and their manager.

The multiple levels of learning support include:

- 1:1 conversations – Initial onboarding conversation
- 1:3 conversations – 2 x 3-Way conversations between the participant, their manager and the AIPM
- Many : Many – 6 virtual peer-based workshop including Introductory, 4 x development workshops and introductory and concluding reflective workshops. Each virtual workshop is 2 hours long, occurring midday AEST (the optimal time to accommodate both WA and New Zealand).
- 1:1 accelerated executive coaching conversations with AIPM executive coaches
- 1:1 conversations – between workshops, participants engage in structured peer-2-peer conversations to further trust, sharing, insight, curiosity and learning
- 1:1 conversations – throughout the program, participant's managers will play an active supporting role as intentional partners in learning and leading.

Collective learning

Sharing, challenging and learning from multiple individual leadership challenges in multiple organisations.

Peer-2-Peer learning

Peer-2-Peer learning provides a foundation for raising awareness of better leadership approaches, strengthening engagement, providing opportunities to master skills and knowledge and recognising the contribution of others in effective, better leadership.

Executive coaching

Executive coaching accelerates better leadership behaviours as observed from multiple levels within organisations.

“I think on the job is where it really develops. You put into practice where you learn through adversity, trial and error, through feedback from your subordinates and co leaders as well.”

The Lived Experience of Police Leadership Development: A Phenomenological Study
Sheets, James J. Northcentral University, ProQuest Dissertations Publishing, 2017. 10602648.