

People matters (virtual)

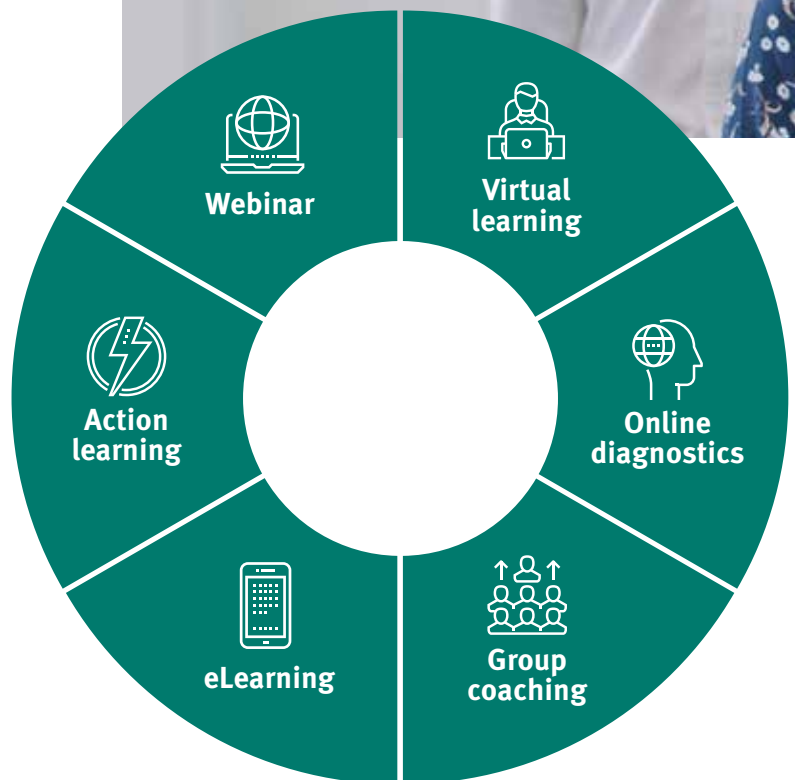
Preparing Queensland's leaders
for the future of work.



People matters is a future-focused leadership program for current and aspiring team leaders in the Queensland public sector.

Designed by the Public Service Commission (PSC) and modified for virtual delivery by AIM, People matters helps leaders understand their personal leadership style and team dynamics to help build engaged and high-performing teams.

This virtual learning experience provides the opportunity to not just learn about leadership, but will give you the confidence to put your learnings into practice, forming one of the first steps in your leadership development journey.



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



96% of participants reported they would **recommend the program**



The People matters approach

People matters takes an action-learning approach to skills development.

Across six virtual sessions, participants will develop their leadership and people management skills with their peers in a safe, supported environment.

Scenario-based exercises and applied workplace activities provide participants with the opportunity to practice their skills and increase their confidence to use these in the workplace.



Program overview

COURSE DURATION:

Three-day online course + pre-work

DELIVERY MODE:

Virtual classroom via Microsoft Teams

TOTAL SESSIONS:

6 x 150-minute sessions

PRICE:

\$940.00 inc. GST

Is this course right for you?

If you are current or aspiring Queensland public sector team leader looking to develop or refresh your people management skills, this course will assist you.

Delivery mode

People matters is delivered online through virtual classrooms where facilitators and students can present course materials, engage and interact with one another, and work in groups together. Sessions are hosted via Microsoft Teams, providing a live, synchronous setting with a facilitator and a support co-host.

The key benefits of virtual delivery include time efficiency and the ability to participate from any location.

Learning outcomes

People matters will help managers and leaders:

- develop your knowledge, skills and confidence to successfully manage people, performance and change
- deepen your understanding of the responsibilities of a Queensland public sector leader.

What's included?

You will be provided with course notes, tools and resources, which you can download and use in the workplace.

What's required of participants?

- Computer or mobile device
- Internet connection (broadband/4G+ recommended)
- Speakers, microphone and a webcam

More information

For more information or to register for People matters:



aim.com.au/courses/public-sector/people-matters-virtual



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Program structure

Before you start the three-day virtual course, you will be given access to AIM's online management system MyAIM to complete the following pre-work and online diagnostics:

1. Pre-work

You must complete the following five modules before your first virtual session:

- Leading in the Queensland public sector (60 minutes)
- Leading teams (30 minutes)
- Communication challenges (20 minutes)
- Performance coaching (20 minutes)
- People side of change (20 minutes)

2. Online diagnostics

You will be sent a link to complete the DiSC profile questionnaire along with a capability assessment, which needs to be completed by you and your supervisor.

DiSC is a self-assessment tool that:

- identifies an individual's key behavioural drivers and describes the common behaviours they adopt as a result
- develops greater self-awareness and greater skill in relation to communicating with others in the workplace.

The questionnaire will take 20 minutes to complete and you will receive your profile at the first virtual session.

The capability assessment is a pre-program survey aligned to the Leadership competencies for Queensland, capturing an at-a-glance look at your skills and confidence pre-program.

3. Day one – virtual-led session

- (AM) Program introduction and DiSC debrief
- (PM) Effective communication

4. Day two: virtual-led session

- (AM) Leading teams
- (PM) Managing performance

5. Day three – virtual-led session

- (AM) Leading change
- (PM) Small group coaching

6. Action-learning

During the course, you will be provided with specific action-learning tasks to be completed in the workplace after you finish your three-days of learning.

These tasks are designed to assist with the transfer of learning from the virtual classroom to the workplace.

Tasks include:

- Engage in team conversations
- Develop a workplace practice plan



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