Middle Manager Development Framework

“Find your core capabilities and your development pathway”

MANAGING SELF
- Communicate with influence
- Emotional intelligence, social awareness and self discipline
- Shifting from individual contributor to manager – transformational leadership
- Impact of leadership styles on individual leadership
- Understanding self and culture
- Values and ethical leadership
- Developing supportive peer networks

MANAGING THE BUSINESS
- Foundations of public sector governance (MOG)
- Innovative thinking and strategic alignment
- Creative problem solving and decision making
- Building and managing stakeholder relationships well
- Driving continuous improvement and change
- Project management fundamentals

BUILDING A STRONG TEAM
- Understanding team dynamics
- Creating a strong team culture to motivate and inspire
- Engaging for success: Becoming a proactive performance facilitator
- Coaching in the workplace
- Developing mentoring skills
- Conflict resolution

MANAGING SELF
- Reflections on professional self
- Communicate with influence
- Emotional intelligence, resilience and personal adaptability
- Understanding self and culture
- Values and ethical leadership

MANAGING THE BUSINESS
- Reflections on managing the business
- Innovative thinking and strategic alignment
- Creative problem solving and decision making
- Strategic workforce planning
- Driving continuous improvement and change

LEADING OTHERS FOR HIGH PERFORMANCE
- Reflections on team leadership
- Culture scorecard: Understanding current culture and leading a culture shift
- Mentoring for high performance
- Accelerate talent development

Planning, Strategy and Policy Essentials

INNOVATIVE THINKING AND STRATEGIC ALIGNMENT

RESEARCH AND ANALYSIS

POLICY PLANNING, DEVELOPMENT AND IMPLEMENTATION

STRATEGIC WORKFORCE PLANNING

EVALUATING PROGRAMS AND INITIATIVES

OCPE OFFERINGS
- Design your own course
- Flexible delivery
- Short release times
- Reflection between sessions
- Practical
- Peer and line management participation
- Build your networks

70% On the Job
10% Formal
20% Social

KNOW OF OTHER DEVELOPMENT OPPORTUNITIES?
Build your own program to fit the Framework

- Online Courses
- MOOC
- LinkedIn Learning
- Short Courses
- VET
- Higher Education
- Higher Duties
- Secondments

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