



# Current projects

Autumn 2005

## ***Leadership and Cultural Change Program***

Defence  
ACT 2003-2006

This program is an innovative leadership development and cultural change initiative involving a whole section of Defence. Each program takes a diagonal slice of the organisation through a ½ day introduction, 4 day residential and one day review. Each program has a nominated SES sponsor and includes senior external and internal guest speakers. Results is providing program sessions each month to approximately 30 participants.

## ***Leadership Capability Program***

Defence Corporate Services Infrastructure Group  
National 2005-2006

This program, delivered through the Australian Public Service Commission, develops the leadership capabilities of Executive Level and APS 6 managers in this vital area of Defence. Sessions cover topics such as Strategic Imperatives, Communicating with Influence, Self-Assessment, Working with Clients and Colleagues, and Resource Kit with Action Plans.

## ***Team Leadership***

Department of Immigration and Multicultural and Indigenous Affairs  
National 2004-2005

Results Consulting is working in partnership with DIMIA to design and deliver the Team Leadership Component of the Department's innovative, practical frontline manager program. In addition, Results has designed and piloted a Coaching and Mentoring session for managers of the programs participants.

## ***Senior Manager Leadership Development Initiative***

Health Insurance Commission  
National 2002-2005

Having worked with the HIC to design and develop the program, Results Consulting is implementing a national roll-out to HIC EL1s, EL2s as well as HIC 4-7s. The main elements of the Program are:

**Awareness Session** – increase understanding of the target group in relation to the role of the Leadership Capability Framework (LCF)

**Suite of LCF Modules** –stand-alone modules that align with the HIC's LCF. Participants select modules based on development needs.

## ***National Manager Development Program***

Australian Bureau of Statistics  
National 2003-2006

This program focuses on developing the future leaders within ABS and includes a development centre, workshops, business improvement project and review. The program moves participants from looking at self, to communicating/working with others and building organisational capability. This is a six day program with strong ABS senior management involvement and support. 180 participants completed the program in its first year and it is estimated that a further 350 will undertake the program over the next two years.

## ***Frontline Manager Program***

Civil Aviation Safety Authority  
National 2003-2005

Workshops and optional accreditation on completion of assessment tasks and portfolio of evidence against Certificate IV in Frontline Management competency units. Course content is customised to reflect CASA' work environment and internal languages, whilst still meeting national accreditation requirements.



### ***Supervisor Development Program***

Australian Bureau of Statistics  
National 2004-2005

Results Consulting has developed and is delivering an integrated supervisor development program targeted at APS 4-6 staff. The Program is delivered on a national basis and includes:

- the completion of a Personal Management Program by all participants, or satisfactory demonstration of competence, prior to attending;
- be targeted at APS 4-6 staff in both regional and central offices;
- use Honey and Mumford's Learning Styles Preferences and the Management Team Roles Indicator, to facilitate development; and
- evaluation to Kirkpatrick model level 2 ;

Program content covers the Business of Statistics, the ABS Environment, Achieving Results, Thinking, People and Communication.

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### ***Indigenous Entry Level Program***

Australian Public Service Commission  
ACT 2005

Results Consulting is providing training and assessment services in line with the Certificate III in Government for entry level, indigenous staff across a range of agencies as directed by the APSC. Our approach includes the use of a tailored integration model which connects the content of Certificate III in Government units with workplace-based learning and competency development.

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### ***Business Services Certificate***

Treasury  
ACT 2002-2005

Training program developed for Executive Assistants and administrative support staff. The Program is based on ½ day workshops which candidates may select in consultation with their manager with a view integrating the training program with Treasury's performance review system. Modules include: Time Management, MBTI and the way we work, Career Planning, Writing Skills, Teamwork and Managing our Changing Environment. This is the 3<sup>rd</sup> year that Results is offering the program to Treasury staff.

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### ***Performance Support Program***

Health Insurance Commission  
ACT 2004-2005

Reconfigure training content for e-learning platform and develop facilitator guides to support the program. Results is also providing HIC supervisors with Train-the-Trainer sessions so as the Program may be delivered effectively internally.

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### ***SES and Executive Level Transition and Orientation programs***

APS Commission  
National 2005

Results Consulting is currently working closely with the APSC to design, develop and deliver a suite of major public sector-wide programs:

- Executive Level (1&2) Orientation Program – for new staff entering the Public Service at the EL1 & 2 level.
- Senior Executive orientation Program – for new staff entering the Public Service at the SES level.
- Executive Level Transition Program – for staff progressing to EL 1 and EL2 positions from within the APS.
- Senior Executive Services Transition Program – for staff progression from EL to SES positions within the APS