



Leadership Development In the VET Sector



Leadership through commitment, not compliance

During the next five years, over two million Australians will retire. As the economy grows, an increasing demand for talent will outstrip the growth of the talent pool.

Leading people requires exceptional skills in two major areas; planning and people engagement. This applies to leading a department, section or entire organisation. Those who do it well realise that it takes time to set departmental culture and gain 'buy in' from the staff. Long term success is as much about trust and engaging your staff as it is about technical skill.

A Leadership Development model is required to build capability. This work-force development tool can strengthen the leadership skills of participants, who will re-focus on their sections/ college/ Institute objectives as leaders.

They will further understand how their role contributes to the training system such as the requirements of AQTF and Training Packages amendments.

Our generic leadership system is called 'BOGART' which is customised to meet the needs of all leaders. Skills developed include coping with the ongoing changes within VET and enabling Head Teachers, Faculty Directors and Managers to track their progress over time whilst building trust within their sphere of influence.

BOGART's hands on leadership model covers:

B usiness	(vision, values, departmental direction)
O rganization	(clarify work priorities and develop plans, create systems & streamline workload)
G oals	(all stakeholders to set the goals)
A wareness	(value of human capital, how our behavior impacts others)
R esponsibility	(accountability to build credibility)
T ransparency	(measuring, monitoring, reporting)

This program will impact positively on the participants who will be able to integrate the leadership system as an ongoing work based set of skills. The supportive nature of coaching leadership skills helps participants achieve 'real work based learning' outcomes.

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