

# Queensland Government Department



## THE CHALLENGE

Leadership Circle® were engaged to support the ongoing development of the Senior Executives and Middle Management through a Coaching and Leadership development Program, with a specific focus on:

- Building direct links between an Executive's efforts and the Department's reform agenda;
- Progressing Executives from technical expertise to highly developed leadership capability;
- Building a high performing, exceptional leadership team;
- Building change leadership capability as the Department transitioned to a completely new accountability framework;
- Providing executive support to transition regional business to an integrated regional service delivery model and the challenges associated with this transition;
- Supporting Executive leaders in an affiliated Leaders' program.

## THE APPROACH

- Delivered with all Government Departmental Senior Executive Service, and to the next level down managers.
- The Leadership Circle Profile™ and debrief sessions for all Senior Executive staff and managers.
- Facilitated workshops that were tailored to fit with other departmental training initiatives.
- 1 on 1 Executive Coaching.
- Supported HR/OD in their certification journey, and after, to present day.

## THE IMPACT

Through the Leadership Circle Profile™ debriefs, individual Executive Coaching and facilitated workshops, we raised leadership consciousness of the Senior Executives and Middle Management within the organisation. We accelerated leadership transitions and achieved business and cultural transformations.