



LEADERSHIP DEVELOPMENT FOR EMERGING LEADERS

The Association of Australian Convention Bureaux (AACB) remains committed to its Emerging Leaders*. In years to come, this cohort of individuals will be the driving force behind our industry.

Throughout Australia, businesses across all sectors are currently challenged with finding, keeping and nurturing employees. The business events industry is no different, and AACB wants to support the process in retaining and attracting talent.

In 2022, AACB will deliver a program that explores the next wave of leadership intelligence as our world asks us to draw upon more sophisticated interventions to deal with complex human issues. Led by EEAA Director and Leading Well Executive Coach, Dan Londero, this program will guide and prepare our Emerging Leaders in the next phase of their business mindset that will help them transition. One that helps them transition from good managers to excellent leaders.

The program intends to develop leadership skills, for leading oneself and others by managing mindsets and what has become one of today's very important issues, wellbeing factors. The emerging field of systemic leadership which puts the wellbeing of the organisational system at the centre will be explored creating awareness of how to read any human system. The program will improve connection and relationships through conversations based on providing and receiving helpful feedback.

We hope you will consider this program for your Emerging Leaders. Please feel free to contact me should you have any questions.

Kind regards,

Andrew Hiebl
Chief Executive Officer

Scholarships are sponsored by:

BUSINESS EVENTS AUSTRALIA



**Emerging Leaders are typically 35 years of age or younger, are seen by organisations as future leaders of business or industry. Emerging Leaders can already hold Management and Leadership positions within a business.*



Program Intent **

Development of leadership skills, for leading self and others by managing mindset and wellbeing factors. Improve connection and relationships through learning conversations based on giving and receiving helpful feedback.

Program Elements

1. One-hour program content briefing (via Teams/Zoom) will be delivered to the employer/supervisor of the successful candidates in advance of the program.
2. **Session 1:** Learning Module 1 followed by Coaching Circle 1.
3. **Session 2:** Learning Module 2 followed by Coaching Circle 2.
4. One individual coaching session to support with integrating your learning outcomes into your work and life.

Program Outline

The program will be delivered in two groups:

- Group 1 – Tuesday 25th October and Tuesday 6th December.
- Group 2 – Wednesday 26th October and Wednesday 7th December.

The program requires a commitment of two full day sessions face to face. Both face to face sessions will be held in Sydney.

Day 1: Start at 10.00am and conclude by 3.30pm. This includes 2 x two-hour sessions plus team lunch and activity.

Day 2: Times TBC – this will coincide with the EEAA industry conference and awards evening. Group 1 on the day prior to conference. Group 2 during the conference.

Participants will receive a complimentary invite to the Awards Dinner on the evening of Wednesday, 7 December 2022, where program participants will be presented with a Certificate of Completion.

Individual Coaching Session

One individual coaching session is included for each emerging leader to explore what enablers and inhibitors they face as they seek to occupy more fully their leadership potential in life and at work. The coaching sessions are planned for November 2022.

Learning Module One:

- Reflect on your experience of leadership done well and identify the qualities that successful leaders embody.
- Identify the three universal pillars for effective leadership.
- Understand the link between performance and wellbeing and how to operate holistically as a leader for sound outcomes.
- Explore how mindsets influence the culture in your team and how to shift from a reactive to a creative mindset especially in prolonged stress and disruption.
- Understand a comprehensive wellbeing framework for leadership performance.



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Coaching Circle One:

- Share your experiences of obstacles in relation to learnings from Learning Module One.
- Gain the tools to integrate a coaching approach into your leadership conversations.
- Engage in peer coaching dialogue to build your connections within and across your team.

Learning Module Two

- Explore the importance of relationship building in effective leadership.
- Prioritise and assess the key relationships for success in your current role.
- Raise self-awareness of your communication and decision-making style and how this will manifest in reactive and creative mindset modes.
- Build your capacity to safely learn through feedback.
- Navigate the dynamics of helpful feedback conversations.
- Identifying risks with feedback conversations.
- Capturing key steps of successful conversations.

Coaching Circle Two

- Further practice with coaching conversations.
- Reflect on key relationships and progress made.
- Recap key learnings and identify ways to continue the leadership learning journey.

Cost of Program

The value of participation is \$1,490.00 (plus GST) per participant. AACB is providing at least 5 sponsored scholarships at **no charge**, available via the application process.

For participants travelling from interstate, transport, accommodation, and incidental expenses are at the employer's expense. Lunch and refreshments will be provided. Day one of the program has been timed to allow for a fly-in-fly-out scenario for those travelling from most Australia locations.

Scholarship Sponsor:

As a result of sponsorship provided by Business Events Australia, successful applicants will have the \$1,490.00 fee waived. We thank Tourism Australia for their ongoing support and development of our Emerging Leaders. Business Events Australia is funding five scholarships.



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Scholarship Application

Scholarships are available to employees of current members of the Association of Australian Convention Bureaux.

To apply for a scholarship, applicants must email communications@aacb.org.au by 5:00pm on Friday, 10 October 2022, with the following information:

- Full name, job title and organisation
- Contact information (email and mobile number)
- Name of the manager that you report to
- Month and year you commenced with your current employer
- Do you have direct reports? If so, how many?
- 200 words on how you believe this program will assist you
- A copy of your current resume, verified by your manager, that clearly identifies your career path to your bureau and current position.

Outcome

Participants who successfully fulfill the participation hours and meet the requirements of the program will be recognised at the Exhibition & Event Association of Australasia Awards evening on Wednesday, 7 December 2022.

Restrictions

The Association of Australian Convention Bureaux will follow a formal and confidential process to select the successful candidates. A maximum of two scholarships will be allocated to applicants from the same organisation unless scholarship positions remain open.

For further information

For further information, contact Katrina Pawley of the Association of Australian Convention Bureaux at katrina.pawley@aacb.org.au.

Delivery Partner



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The Association of Australian Convention Bureaux and Exhibition & Event Association of Australasia have partnered in this program. It is being delivered to members of AACB and EEAA. Members of these organisations will receive this notice and invitation directly.