



Developing leadership
and management excellence
for challenging times

PSM PROGRAM VICTORIA NEWSLETTER **SPRING 2010**

Welcome to the Spring 2010 PSM Program Victoria Newsletter.

Since the last issue the PSM Program Victoria team have been busy with exciting new initiatives for the PSM Program; for example the LLG Regional Scholarships scheme and the introduction of the PSM Program delivered as Short Courses. You can find out more about these inside.

We have already gone through four Intakes in 2010 and there are still places available on the remaining November Intake for 2010 - note applications close Wednesday 13th October. A reminder that the fee will increase in November so now is the time book your or your staff's place to take advantage before the fee increases!

(Note you can pre book a place on any of the Intakes that are currently open at the 2010 fee)

The PSM Program can be an easy fit into your Department or Agency's Leadership framework and your staff's succession and development plans. This can be achieved by encouraging staff to develop their capabilities and skills to strengthen the development framework of your Agency. The PSM Program is designed to meet these criteria through the Programs four units.

If you would like to find out more about the PSM Program the PSM Program team can visit you in your Agency to provide an Information Session directly for your staff at a time that suits your agency. We can also present the PSM Program to your Human Resource and/or Organisation Development Team or Senior Executives or even provide further flyers to your Agency detailing the PSM Program. Please contact Lesley Gordon, Marketing Officer.

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PSM PROGRAM AS SHORT COURSES FOR 2011

It is with great excitement to announce that the PSM Program will soon be offering the program as short courses for 2011 in Victoria.

Of course the full PSM Program will still be the preferred option if you are looking to gain the Graduate Certificate in Public Sector Management but if for example:-

You have newmembers of staff who are new to the Public Sector - then Unit 1 Short Course, **Managing Up: The Framework of Public Sector** may be the option as part of their induction.

Does your Agency deal with the Community - then Unit 2 Short Course, **Managing Out: The Public Sector In the Community** may be a good choice for your staff to understand the importance of building relationships and managing stakeholders.

Do you want your staff to examine Personal Development & Career Management then Unit 3 Short Course, **Managing In: Ethics and Career Management within the Public Sector** may be ideal for your staff and team/department.

Does your Department have a project they need to implement then Unit 4 Short Course, **Managing Down: Operational Management in the Public Sector** may be the choice for your staff to assist in undertaking and completing the project as part of the course.

This means that each unit would be offered as a Single Course with assignments.

Successfull completion of each non award short course gives Recognition of Learning (RPL) for future post Graduate study (as long as you complete and pass the assignments).

You could therefore decide to go on and complete the Graduate Certificate in Public Sector Management once you have successfully completed a Unit Short Course.

We are currently in the process of confirming the administrative and delivery of the Short Courses and they will be ready for release early 2011.

Please do not hesitate to contact me should you require further information on the Short Courses and keep watching for further news on the release of these.

INFORMATION SESSION JULY 2010

The PSM Program held its biannual Information Session on Thursday 1st July 2010 at Victoria University's City Flinders campus.

The Information Session was introduced by Dr Pat Brewer, PSM Program Manager who invited Cris Lumley, Acting Area Office Manager Vic/Tas, Australian Public Service Commission to speak on behalf of the PSMP Victorian Local Leadership Group.

The PSM Program Marketing Officer presented the PSM Program delivery in Victoria, highlighting the uniqueness of the leadership program, which is designed by the Public Sector for the Public Sector, and the many benefits that flow from the Program to the participant and their Agency, these being:-

- cost and value of the program,
- capabilities gained to both the individual's career and Agency functionality.
- completion of the work based project in Unit 4 which gives a direct relevant benefit to the participants Agency/Department plans and future planning.

Daniel Head a 2009 Graduate of the PSM Program then discussed his PSMP journey and the worth of the program to him and his Agency (Department of Transport).

Daniel said "The PSM Program was a great way to get back into formal study and gives a good structured approach to study. It looks good on the resume of a public servant looking to progress and is a great opportunity for those new to the Public Service. The support from the facilitators and program staff is great - they all have a common goal of assisting you to succeed! The program provides an interactive learning environment more stimulating than strict classroom activity and fitting study into life was not as difficult as I expected and the assignments were structured well and very clear about what was expected.

The work based project changed my philosophy on how to get things done, support from my project sponsor and stakeholders were paramount to getting the job done well and on time. It is important for the sponsor to be involved every step of the way, also seeing your project implemented as part of a policy is very rewarding after all the work is done - therefore it is essential the participant and sponsor find a project that is relevant to their job.

Completing the PSM Program has changed me a lot:- it has helped me understand the way government used to and now work, gave me the ability to plan my work better and identify priorities. It has also given me the ability to understand me, set goals and direction for my career and helped me understand the importance of planning policy development and the satisfaction of seeing hard work crystalise into clear policy for ongoing management.

TO LISTEN TO DANIEL'S FULL PSM JOURNEY PLEASE VISIT

<http://www.vu.edu.au/higher-ed-and-tafe/business-and-law/public-sector-management-unit>.

There was then an opportunity for questions and further informal one to one discussions over refreshments.

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PSM PROGRAM GRADUATION 2010

This year's Graduation Ceremony will be held on Wednesday 17 November from 4pm at Victoria University, City Flinders Campus.

All invites are being issued to all the graduating participants, their families, sponsors and line managers and to all heads of Agencies and HR Managers.

This year's guest speaker will be Mr Stephen Sedgwick, Australian Public Service Commissioner.

The PSM Program office extends its congratulations to all Graduands.

Please contact Lesley Gordon for further information on the Graduation Ceremony.

LLG REGIONAL SCHOLARSHIPS

The Victoria Local Leadership Group launched a Regional Scholarship in August 2010 for all Regional Victoria Public Sector employees to apply to the PSM Program.

There were 20 scholarships offered and the scholarship provided a discount of \$1500 on the program cost of \$8000. The scholarship could be used on all of the current 2010 & 2011 Intakes (upto June 2011). The scholarships were offered to increase awareness of the PSM Program throughout the Regional areas of Victoria and to assist employees from Regional Victoria to access the PSM Program where the costs of travel and accommodation may have prohibited participation in the past.

Applicants to the Scholarship were required to meet three criteria of:-

- Regionally based, living and working outside greater Melbourne area
- Victorian Public Service Grade 3-6 or equivalent or Australian Public Service Grade 5-EL2
- Performing a people management role

The scholarships were administered through the Victoria Local Leadership Group.

For further information on the scholarship please contact Mark Ryan, State Services Authority on 03 9651 5450 or email: mark.ryan@ssa.vic.gov.au

AN UPDATE ON THE DEPARTMENT OF EDUCATION AND EARLY CHILDHOOD DEVELOPMENT (DEECD) JULIA FLYNN WOMAN'S LEADERSHIP PROGRAM PARTICIPANTS

In the Spring 2009 PSM Program newsletter we included a feature on the 10 Julia Flynn Woman's Leadership Program participants embarking on the PSM Program as part of it. The Leadership Program is open to women at VPS Grade 4 and 5 within DEECD with the aim of developing leadership capacity and preparing participants for progression to more senior roles. The participants were interspersed into two PSM Program cohorts: one group commenced in July 2009 and the other in September 2009 Intakes.

It is with great delight to announce that 7 participants have successfully completed and will graduate from the PSM Program with a Graduate Certificate in Public Sector Management at this year's graduation ceremony as well as completing the Julia Flynn Leadership Program (the participants also participated in a series of small and large group workshops).

To celebrate their achievement, the Julia Flynn Leadership Program organised a celebration event on 18 August at The Windsor Hotel, Melbourne for the 2009 Julia Flynn Scholars.

The event was hosted by Mr Ian Dawes, Asst General Manager, Workforce Planning, DEECD and he introduced Professor Peter Dawkins, Secretary, DEECD to congratulate and present the Scholars with their certificates in completing the Julia Flynn Leadership Program. Peter said *"I am proud to support this program because we need to do more to raise the visibility of capable women with the Department and, at the same time, develop their leadership and management skills"*. He also wanted to especially thank Victoria University for delivering the PSM Program.

Dr Pat Brewer spoke at the celebration to congratulate the participants on their achievement, the worth of the program to the participant and DEECD and what the Julia Flynn participants had brought to the PSM Program.



Professor Peter Dawkins and some of the successful participants, picture by Fiona Basile

We look forward to continue to work with DEECD's Julia Flynn Woman's Leadership Program and welcome the eleven 2010 Julia Flynn Scholarship participants who commence the PSM Program in September & November Intakes this year.

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Professor Bernadine Van Gramberg

The PSM Program team would like to take this opportunity to bid a fond farewell to Professor Bernadine Van Gramberg who is leaving the PSM Program and Victoria University (VU) to take up a position with RMIT Vietnam.

Bernadine started teaching into the PSM Program in 1999 where she remained on Unit 4 and also taught on some of Unit 3. Bernadine was an integral part of the PSM Program at Victoria University and played a vital role in developing the the program within VU.

Bernadine stated

“One of the most exciting times for me was when the VU PSMP team won a small Ausaid grant to teach the course in Samoa. It was a fabulous experience to work with two cohorts of the Samoan Education Department. That was in 2003 and 2004.

It was shortly after that I took over the management of the program at VU.

Over the years it’s been a privilege to have met so many great public managers doing the course. I have also seen the reputation of the course grow as our alumni spread the word about how good the course is.

I’m sad to leave the program but I will always have an interest in how it is going and would welcome any contact from past students.

Thanks to all on the program”

We wish Bernadine all the best in her new venture and the PSM Program will miss her.

If you would like to contact Bernadine please send us email and we will forward on.



Bernadine speaking at the 2009 PSM Program Graduation Ceremony.

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Articulation Routes at Victoria University

New pathway routes for Graduates of the PSM Program Graduate Certificate in Public Sector Management.

Graduates of the PSM Program can now articulate into Victoria University's Master of Business (Industrial Relations/ Human Resource Management) and Master of Business (Management) and receive a credit of four units.

For further information visit www.vu.edu.au or contact Dr Pat Brewer.

The PSM Program can also articulate into many Masters and PHD's at various other universities.

Would you benefit from a PSMP Graduate's Assistance?

The PSM Program team have a bank of PSMP Alumni who are willing to provide informal assistance and support to current PSMP participants. Their role will provide you with a contact in sharing their PSMP experience.

As a PSM Program Graduate would you like to be on the PSMP ALUMNI Bank?

If you would be interested in accessing this assistance or becoming part of the Bank of Supporters please contact the PSM Program team.

A Current participants thoughts on the PSM Program:

This program has significantly increased my global view of the Federal Public Service and has provided greater clarity as to why the public service does not behave like the private sector and why we do what we do. In particular, it has strengthened my appreciation of the fact that as public servants, we need to provide public value in our work just as much as we have to sustain outcomes.

The PSMP has increased my ability to lead from where I am and position my team effectively as well. It has made me a better middle manager because I am more aware of how to support my manager and the organisation that I work for.

This has been the best educational journey I have been on and I really liked how it related directly to my work. Its relevancy was key to my motivation. It kept me interested and engaged. I highly recommend this course to all middle managers. It will open your eyes to the world of public service, especially in these very challenging times.

Kaye Lehmann, Centrelink

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INTAKES 2010 & 2011

Intake Schedule	Workshop 1 Date	Application Close Date	Orientation Session
NOVEMBER 2010	Monday 15 Tuesday 16 Wednesday 17	Wednesday 13 October	Friday 29 October
FEBRUARY 2011	Thursday 24 Friday 25 Monday 28	Friday 28 January 2011	Friday 11 February 2011
APRIL 2011	Friday 15 Monday 18 Tuesday 19	Friday 18 March 2011	Friday 1 April 2011
JUNE 2011	Thursday 23 Friday 24 Monday 27	Friday 27 May 2011	Friday 10 June 2011

To apply visit:

<http://www.psmprogram.gov.au/cgi-bin/eam/login.pl>

Click on the APPLY button (top left), complete the application form then press
SEND APPLICATION

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