



Flinders Leadership Mastery Experience

Expression of Interest - Information Sheet

WE ARE ON KAURNA LAND

Flinders University acknowledges the Traditional Owners and Custodians of the lands on which its campuses are located, these are the Traditional Lands of the Arrernte, Dagoman, First Nations of the South East, First Peoples of the River Murray & Mallee region, Jawoyn, Kurna, Larrakia, Ngadjuri, Ngarrindjeri, Ramindjeri, Warumungu, Wardaman and Yolngu people. We honour their Elders past, present and emerging.

Today, over **400 ABORIGINAL AND TORRES STRAIT ISLANDER STUDENTS** are enrolled in courses at Flinders University.



FLAME Origin Story



- **FLAME** was developed by the College of Nursing and Health Sciences (CNHS), in response to 2020 “**Your Voice**” survey feedback for career development.
- A leadership development working Party was formed, which focused on identifying what types of leadership experiences would match the needs and preferences of staff and developing a **framework** to support a robust and resilient leadership culture across CNHS.
- We held focus groups with staff, Professional and Academic, across all levels, to inform the content of the framework.
- We also engaged an external facilitator to support the process.
- The Bronze Pilot program launched Nov 2021



Purpose of FLAME

- We want to invest in our people and provide opportunities to foster and nurture leadership excellence across the College.
- The FLAME Program aims to equip participants with a “leadership toolkit” and build staff capacity to effectively lead themselves and others. This includes 4 key areas of understanding:

Understanding **Leadership** | Understanding **Self** | Understanding **Context** | Understanding **Others**

- The Program is designed in a way to optimise collegiality and self-reflection through a blend of learning methods.
- The Program is a crucial part of the College’s strategic objectives and will enhance our **culture and leadership**.

Leadership Capabilities

We all have a responsibility to demonstrate leadership and commit to making a positive difference, regardless of our position.

Our program is focused on developing leaders who:

- Embrace diversity and demonstrate inclusive, culturally sensitive and openminded leadership
- Are supportive and encouraging, while also able to make timely decisions and have difficult conversations
- Have high levels of self-awareness and understand their impact on those around them
- Strive for excellence by identifying areas for change and supporting their team to achieve great outcomes
- Proactively collaborate across our College/University, encouraging information sharing and open discussions
- Are generous with their time to help nurture others to reach their potential

Feedback

2021

Bronze Pilot Program
• 24 participants

2023

Bronze Program
• 22 participants
Silver Program
• 14 participants

2025

Bronze Program
• 18 participants
Silver Program
• 11 participants
Gold Pilot Program
• 5 participants

2022

Bronze Program
• 22 participants
Silver Pilot Program
• 14 participants

2024

Bronze Program
• 30 participants
Silver Program
• 20 participants

“I really enjoyed the opportunity to engage with peers and spend focused time on leadership”

“I really enjoyed the program, learnt a lot about myself, and got to meet lots of great people across the college”

“I loved being part of a group of like-minded professionals who want to grow their career”

“The portfolio (and actually applying the skills in real life) was incredibly useful as it gave me an opportunity to see beyond the theory”

“I have had such a sense of pride to have the FLAME book on my desk, and to strike up conversations with my team – and I absolutely recommend them doing it next year too!”

Opportunities 2026

Each FLAME award level is tailored to equip participants with a range of skills that will be most useful to their stage of leadership:

FLAME Programs

Bronze

➔ for aspiring or emerging leaders

Silver

➔ for people who lead people (i.e. staff with direct reports / service roles)

Gold

➔ for senior leaders who lead large teams, multiple areas, institutes, or centres

This year we are again extending the opportunity to staff in other areas of the University to participate in FLAME, which will provide additional benefits associated with increasing collaboration and networks and share resources to maximise the number of Programs we can offer.

Note, Colleges/Portfolios may choose to offer this opportunity based on their ability to contribute to Program costs – places may also be limited.

Bronze & Silver 2026

The FLAME Programs include:

- Participation in a range of training modules
- Opportunity to **drive a group project of high strategic importance and value**
- Reflections and sharing of learning through **collegial conversations** to work through Action Learning Sets and **peer-to-peer feedback**
- Completion of a **portfolio**, reflecting on your experience and learning journey

Bronze

Leadership program for aspiring or emerging leaders

Topics Include

- The higher education sector & Flinders University organisational structure
- Leading authentically: understanding your values alignment
- Investing in your own resilience
- Fundamentals of leadership and engaging others
 - how a better understanding of self can positively influence the culture around us
 - developing strategies to constructively respond to conflict
- Unconscious bias & embracing diversity: being an inclusive leader

Silver

Leadership program for people who lead people
(i.e. staff with direct reports / service roles)

Topics Include

- Strategic thinking & maximising external partnerships
- Leading with emotional intelligence
- Fostering resilient teams and cultures
- Supporting teams through change
- How to effectively lead a high performing team
- Delivering feedback and supporting others' development

Bronze & Silver 2026

Collegial conversations: these will be held regularly throughout the program. They will be informal opportunities for program participants to gather (in person) and reflect upon their learning and experiences by working through Action Learning Sets – exploring solutions to real problems / case studies and deciding on the best approach. These will be an important part of the shared learning experience and provide evidence (reflection, solution finding, collaboration) for achievement of the relevant award level.

Peer to Peer feedback: Leaders will be matched with a peer within the program cohort and asked to meet regularly to reflect on how they both have applied the learning from the sessions in the workplace. Both parties are also responsible for providing feedback to each other and increasing accountability to each other's learning goals.

Leadership project: This is an opportunity to drive a project of high strategic importance and value to your College/Portfolio and apply leadership skills gained during the Program. Participants may choose a project they are passionate about being involved in, or can seek support from their supervisor or FLAME team to assist in identifying a suitable project.

Portfolio: Program participants will be asked to submit a portfolio, reflecting on their experience and learning journey. At the beginning of the Program participants will identify learning goals related to their personal leadership development, as well as documenting the goals and outcomes achieved during the group leadership project.

Program Details – Bronze

- Open to Academic and Professional Staff, continuing or fixed-term
- 12-month program
 - Commencing Feb 2026
 - Final training session / portfolio due Nov 2026
 - End of Program Celebrations Dec 2026

Approximate Time Commitment

- Training Sessions: 6 x ½ day training sessions
- Program Launch / End of Program Celebrations: 2 x 2-hour sessions
- Collegial Conversations: 2 x 2-hour sessions discussing Action Learning Sets (including peer feedback/support)
- *Group project*: approx. 1 hour per fortnight
- Portfolio: approx. 1 hour per month

Program Details – Silver

- Open to Academic and Professional Staff, continuing or fixed-term
- 12-month program
 - Commencing Feb 2026
 - Final training session / portfolio due Nov 2026
 - End of Program Celebrations Dec 2026

Approximate Time Commitment

- Training Sessions: 5 x ½ day training sessions ; 1 x full day training session
- Program Launch / End of Program Celebrations: 2 x 2-hour sessions
- 360 Strengths Assessment (completing self-assessment, and seeking feedback)
- Collegial Conversations: 2 x 2-hour sessions discussing Action Learning Sets (including peer-to-peer feedback/support)
- Group project: approx. 1 hour per fortnight
- Portfolio: approx. 1 hour per month

How to Apply

- Complete an expression of interest form online, detailing your experience, goals and suitability for the program
- Attach your supervisor's statement of support (or provide at a later date)
- Link to EOI form via Qualtrics:

https://qualtrics.flinders.edu.au/jfe/form/SV_0vS8hQqyE7tqJla

- **Expressions of Interest close Monday 24 November 2025**

Please note, spaces are limited and we will determine Programs run based on EOIs received

EOI questions

Your name:

Your College/Portfolio:

What is your role:

Which Program are you applying for:

Bronze

☐

Silver

☐

Please provide a short statement outlining your current role and experience, considering the eligibility criteria for the Program Level you've selected:

Please outline the main reason/s you're applying to undertake the Program:

EOI questions

Please provide a brief description of how you are currently demonstrating leadership in your College/Portfolio:

Please describe how this program will align with your ongoing goals and aspirations:

Please attach the supervisor statement outlining their support. Please note, you can complete this at a later date

Drop files or click here to upload



Flinders Leadership Mastery Experience

Supervisor Statement of Support:

Please ask your supervisor to complete a brief statement of support for your application and upload this form with your FLAME application.

Applicant Name:	
Applicant Position & College/Portfolio:	
FLAME award level applied for:	Bronze ☐ Silver ☐ Gold ☐
Supervisor name:	
Supervisor position:	
☐ I confirm, the staff member has considered their capacity to participate in the Program. There are options to exchange responsibilities (e.g. teaching) if clashes are identified and the staff member is aware that if this is required they would need to negotiate in consultation with the relevant people (e.g. topic coordinator, course coordinator, academic lead).	
Statement of support: 	
Supervisor signature: 	Date:

Important to consider capacity to be involved in the Program – discuss with Supervisor

We recommend ensuring all induction/onboarding training is complete prior to enrolling in FLAME





**Flinders
University**

College of Nursing
& Health Sciences

Thank you!



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