

Leadership Excellence 2025

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Program Information



TARGET AUDIENCE

- HEO8-HEO10
- Academic level B and C
- Fixed term and continuing staff who are currently in a supervisory role, but looking to grow their leadership capability



PARTICIPANT NUMBERS

- Up to 20 participants
- Building a cohesive cohort of leaders across the University



NOMINATION PROCESS

- Application demonstrating interest and fit for the program
- Sign off by direct supervisor and senior leader



SELECTION PROCESS

- Assessment of nomination information
- Ability to attend all program sessions
- Direct supervisor and senior leader endorsement

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Key Program Elements

LEADERSHIP CIRCLE PROFILE 360

- 360-feedback tool to better understand your leadership effectiveness and potential for growth
- 90-minute individual debrief on 360 results

LEADS SELF 2 DAYS

- Building on your Leadership Circle Profile, develop awareness and vision as a basis for transformation
- Build capability through mindfulness, personal growth and perspective

LEADS OTHERS 2 DAYS

- Fostering effective working relationships in a contemporary context
- Leading a positive culture with courageous authenticity
- Leading sustainable high performance

LEADS THE ORGANISATION 2 DAYS

- Leading and influencing organisations and systems
- Recognising organisational structures and leverage points that shape behaviour
- Navigating the macro-level factors impacting higher education and beyond

GROUP COACHING AND SENIOR LEADER Q&A

- 3 group coaching sessions to reflect on key program learnings and discuss impacts
- 3 Senior leader sessions to discuss their leadership journey and provide an opportunity for Q&A

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Meet your facilitators

Dr John Wood **Leadership Solutions Global**

John's background and corporate experience is extensive including roles as HR and OD specialist, consultant, company director, manager and business owner. He has been employed in manufacturing, financial services and the professional services sectors and consulted to other industries throughout Australia and Asia including energy, resources, defence, government, finance and pharmaceuticals.

In addition, John has complimented his experience with academic qualifications including a PhD addressing the qualities of successful CEOs. John has been a Registered Psychologist since 1983

Debra Sarre **Organisational Development and Learning**

Debra Sarre, Director of Sarre Organisational Development & Learning (SarreODL), has been consulting since 2000. Debra is a coach, facilitator, educator and keynote speaker.

She supports the development of people in organisations. Drawing on 20 years of corporate experience, Debra specialises in building strong and positive leaders, teams and organisations.

Her aim is to develop individuals and teams who draw on their own strengths to positively contribute to the goals of their organisation and who work collaboratively and courageously

Andrew Stevens **Uncharted Leadership Institute**

Andrew is the co-founder of Uncharted Leadership, and brings deep expertise in higher education, having served as the Director of the Executive Education Unit at the University of Adelaide.

Since transitioning to Uncharted Leadership, Andrew has supported academic and professional staff across Australian and US universities, equipping them to navigate and excel within the complexities of today's higher education landscape. His programs focus on developing adaptive capacity, enhancing interpersonal dynamics, and empowering leaders to apply systems-based thinking to address complex, real-time challenges.

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Key Dates

Pre-program	Welcome Session	360 Profile completions and debriefs	Leads self	Group coaching + Senior Leader Discussion 1	Leads others	Group coaching + Senior Leader Discussion 2	Leads the organisation	Group coaching + Senior Leader Discussion 3	End of program celebration
Nominations open mid-Nov and close 29 January	19 February	19 February – 24 April	29 April 30 April	12 May	3 June 12 June	24 June	30 July 31 July	4 August	8 August (TBA)

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Nomination Process



- Complete the Leadership Excellence nomination form



- Ensure you have direct supervisor and senior leader endorsement



- Submit your nomination form by Wednesday 29 January to: Organisational.development@flinders.edu.au

If you have any questions, please contact [Sallyann Shearer](#)