

# School Leadership Development

## Exec Ascend

### THE CHALLENGE

Post a University wide transformation program, the Provost commissioned a University wide school leadership development program.

The aim of the program was to increase role elevation of the school executive teams and ensure the schools were uplifting strategically, with greater role clarity in the new operating model.



### THE RESPONSE

In the context of embedding a new operating model and new ways of working, Exec Ascend delivered a 3-day bespoke Leadership Development workshop, across five of the La Trobe University school executive leadership teams.

The key focus of the workshop was to;

- Empower school executive & leadership to build a shared understanding and expectation of what it means to drive strategic outcomes for their school.
- Understand how this should be driven through consistent ways of leading, whilst appreciating that local nuances will exist.
- Elevate collective accountability and decision making of the school executive as individuals and as a team
- Empower teams as key drivers of change to drive the strategy execution

### THE IMPACT

Following the workshops, many Senior Executives opted to engage in complementary Learning Opportunities, such as individual 360's and leadership coaching.

As a result, La Trobe Exec Teams achieved strong and sustained improvements in leadership capabilities and high-impact school and institutional outcomes.

"Lisa from Exec Ascend delivered a 3 day Leadership Program across 5 of the La Trobe University school executive leadership teams as well as Leadership coaching and 360s of Exec school members.

The program was very well received by the teams and resulted in leadership capability and team effectiveness uplifts. We enjoyed partnering with Lisa on this important program of work."

Professor Robert Pike  
Provost La Trobe University

"I have found Lisa and her coaching to be invaluable to me in so many ways. Over the years I have attended MANY leadership training, workshops or sessions and had become very jaded as to their use and effectiveness. Lisa has changed all of that for me. From the first session I could tell this would be different. Lisa knew the context in which I work and how to work with me (and the team) to achieve our goals and understand our contribution to this process. I personally found my one on one leadership coaching to be life changing and allowed me to take a breath and see the big picture. During a time of great change and challenges Lisa has enabled me to meet this head on and understand leadership in a whole new light"

Professor Bernadette Walker-Gibbs  
Associate Dean, La Trobe University