

PART 1 – Are you up for the challenge?

How will you benefit?

By the end of the program you will have:

1. Higher capacity to lead – skills, perspectives, including
 - a. Skills developed (as self/group identified, but likely to include public speaking, proposal development, networking skills etc)
 - b. Understanding of how to lead in your own context (leading from within)
 - c. Better capacity to work interculturally (Indigenous work with non-Indigenous and vice-versa) – ie how to work with each other, together
 - d. Better understanding of your own values, ethics and perspectives and how that affects your own responses (and others, differences and how to work with different perspectives)
2. Understanding of your 'place', how to influence the local and other contexts, including:
 - a. Understanding the local environment, and how to lead in/affect it
 - b. Understanding the wider national environment, how to influence it, and have the tools to effectively interact outside of the local situation in a constructive way (hence the Sydney/Canberra program parts and linking to our corporate partners)
 - c. Confidence in your 'choice of place' – ie confidence to stay in Alice Springs, rather than the common nagging sense that you should leave the local context to grow.
3. Networks and support structures
 - a. Ongoing local support of your on-going leadership development
 - i. Mentor (hoped that the partnership between Mentor and your extends beyond the life of the program)
 - ii. Self identified support network (intentionality about this)
 - iii. On-going connection to the participant group (a group with shared language and commitment to working interculturally)
 - b. Linkages outside of Alice Springs including connections to city-based leaders
4. Confidence and experiences through the program structure and through the group and individual learning contracts associated with the program. For some of the participants this cannot be underestimated. Being selected, fulfilling the program, being supported may make a huge difference to your view of yourself and your aspiration.
5. Greater leadership contribution to your workplace and the community, through the learning contracts of the program, and subsequently through your heightened capacity, endorsement and desire to make a difference through your leadership.
6. Recognition:
 - a point of difference on your CV.
 - While there is no intention to structure the program through the VET system (as that inevitably skews the approach) care will be taken to enable you to identify and get sign-off on competencies if that is helpful to you.

What you get out of the program will depend, also, on your self identified needs/desires, which will get picked up in the work we do early on in the program to identify learning goals.

What is the program?

Alice Springs Desert Leadership is a program to increase the **leadership capability** of the Alice Springs community, primarily through a program over two years of leadership development for the next generation of leaders.

It is the first leadership development program tailored to the specific circumstances and challenges of desert leadership. Core program elements, such as the need to link next generation Alice Springs leaders with next generation leaders on the coast and in capital cities, are built into the program. In implementing this program every effort has been made to ensure it is owned and co-designed *by* the current leaders of Alice Springs *for* its next generation of leaders. By doing so the program links back into the diversity and pluralism of Alice Springs and draws upon a wide range of local professional and community based expertise.

This program is also based on an 'intercultural' foundation. This is not just the ability of individuals to navigate and accommodate diversity, but also how diversity interacts, and how leadership needs to take into account diversity. A range of 'intercultural' aspects are built into the program and these will become more apparent when participants begin.

New partnerships, the building of trust, new conversations and new models and methodologies of working together form an important part of an emerging field in leadership development.

This program is first and foremost an individual leadership development program but it is also a collective journey for the next generation of Alice Springs leaders. It is based on the premise that the future of Alice Springs will be determined by the way its people and leaders work and interact.

The opportunity

Participants of this program will be the next generation of Alice Springs based leaders, selected by a seven member Reference group. Half of the participant group will be Aboriginal. There will be no more than 18 participants.

The expectation is that participants will actively take part in the commitments noted in the Indicative Program Calendar. Participants will meet the selection criteria on page 5.

The Alice Springs Desert Leadership Program understands leadership as being a quality held by the whole community and not just by those particular individuals who might be in positions of authority or power. We stress that to be a participant does not require that you be a prominent or well-known person. Your own leadership role may be family-based and invisible to those outside your immediate relations. Rather it is the quality of your humanity, and your willingness and potential, which is the core requirement. **If you are unsure as to whether you might qualify, please BE BOLD and complete the Application form and send it to us.**

And if you know of someone you think meets the criteria but who might not put their own hand up for whatever reason, please help us by encouraging them to consider this opportunity.



Participant Selection Criteria

There are broad criteria for the selection of participants and the overall participant group. The Reference Group will short-list applicants and may conduct interviews if needed. From this process the Reference Group will offer selected participants a place in the program.

The following is the criteria upon which selections will be made:

- **Demonstrated leadership impact and capacity to grow**
 - This program is for the 'next generation' of leaders. Participants will already have demonstrated leadership impact and capacity and will likely be aged somewhere between their late 20's to late 30's (although we expect some participants to be outside this range).
 - The following attributes may assist in your decision to apply:
 - *Making a contribution:* you have and you want to make a contribution through leadership in various spaces of life. You will have a particular skill set, be at a particular level in your work and life or hold knowledge and an identity that forms an integral part of our town.
 - *Self-reflective:* the ability to recognise your strengths and weaknesses and the ability to improve. You will be open to learning new things, contributing your own knowledge and opinions and not be overtaken by criticism or set in your ways.
 - *Integrity and drive:* integrity and ethics in the way you go about your business. You will show perseverance in your actions, dedication, tenacity and overall drive in what you do.
- **A commitment to Alice Springs and its future**
 - This program is owned and co-designed *by* the current leaders of Alice Springs *for* its next generation of leaders. Primarily, the program aims to provide individual development opportunities. It is also an intercultural program with collaborative based leadership development aspects. Participants are not, of course, obliged to stay in Alice but we do want you to consider and be open about your future intentions. Participants will have a genuine desire to contribute to this town in the medium to long-term.

Please note that the Alice Springs Desert Leadership Program is grateful for the support of sponsors. If offered a place in the program participants will be required to provide a brief biography and be prepared to participate in public events which will be covered by the media.



Indicative Program Calendar

Applicants will need to commit to attending the sessions of the Program. This includes permission from an employer to attend work-hour activities (John R can assist in putting a case forward to your employer if that would be helpful). Whilst there may be occasions when attendance is not possible you will be expected to catch up any work that is missed.

Please note the Friday or Saturday alternatives will be discussed at our first sessions, with a view of finding the balance between weekend and weekday availability. Also note that the first commitment includes an opening retreat of Friday 9th April to Saturday 10th April and involvement in the official Program launch during lunch time on Thursday 15th April.

2010-2011 Calendar	Date(s)	Duration
Opening Retreat:	April 9 - 11 (Friday - Sunday)	3 Days
Official Launch	Thursday, 15 th April	Lunch
Program Day 1	Fri 14 May or Sat 15 May 2010	1 Day
Mid-week session 1	Tuesday, 1 June 2010	Breakfast
Program Day 2	Fri 11 June or Sat 12 June 2010	1 Day
Mid-week session 2	Tuesday, 29 June 2010	Evening
Program Day 3	Fri 9 July or Sat 10 July 2010	1 Day
Mid-week session 3	Tuesday, 10 August 2010	Afternoon/Evening
East Coast Week*	August 22 -29 (Sunday - Sunday)	8 Days
Mid-week session 4	Tuesday, 28 September 2010	Evening
Program Day 4	Fri 15 October or Sat 16 Oct 2010	1 Day
Mid-week session 5	Tuesday, 2 November 2010	Breakfast
Program Day 5	Fri 12 November or Sat 13 Nov 2010	1 Day
Mid-week session 6	Tuesday, 30 November 2010	Evening
Program Day 6	Fri 10 December or Sat 11 Dec 2010	1 Day
Christmas Holidays		
Mid-week session 7	Tuesday, 18 January 2011	Afternoon/Evening
Australia Day Celebration involvement	Wednesday, 26 January 2011	1/2 Day
Program Day 7	Fri 18 February or Sat 19 Feb 2011	1 Day
Mid-week Session 8	Tuesday, 8 March 2011	Breakfast
Program Day 8	Fri 18 March or Sat 19 March 2011	1 Day
Group Project Launch	April 16 - 17 (Saturday - Sunday)	2 Days
Group Project contact session 1	Tuesday, 31 May 2011	Afternoon/Evening
Group Project contact session 2	Tuesday, 28 June 2011	Afternoon/Evening
Group Project contact session 3	Tuesday, 9 August 2011	Afternoon/Evening
Final Retreat (possibly international)	Late 2011	4 to 14 Days
Monthly Mentor Meetings	Ongoing	
Monthly Homework/Preparation	Ongoing	

(Note: Mid-week Sessions run by participants; all Program Days, Retreats etc, facilitated)

* subject to funding



Sponsorship

Desert Knowledge Australia is grateful for the support of sponsors:

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...investing in the development of the next generation of Alice Springs leaders

If you would like to discuss sponsorship options please contact John Rawnsley on (08) 8959 6009 or 0427 066 279.

