

EMERGENT

LEADERSHIP PROGRAM 2024

PROGRAM GUIDE

AQUATICS AND RECREATION INDUSTRY
LEADERSHIP DEVELOPMENT PROGRAM



AQUATICS &
RECREATION
VICTORIA

EMERGENT

LEADERSHIP PROGRAM 2024

The Aquatics and Recreation Victoria Leadership Program is a dynamic professional development program for Victorian aquatics and leisure professionals to grow as industry leaders.

Vision

The vision for the ARV Leadership Program is to develop leaders from across the sector who have the passion and drive to contribute to the growth and success of the sector across Victoria.

Goals

The goals of the ARV Leadership Program are to:

- Develop collective leadership within the sector.
- Build the future of the Aquatics and Recreation industry.
- Provide a practical learning and development opportunity for industry leaders.
- Provide candidates with the tools and frameworks they need to be more impactful and influential leaders.
- Enhance personal and team effectiveness.
- Connect current and emerging leaders with industry mentors with proven leadership experience and impact within the sector to encourage knowledge sharing and foster succession planning.
- Enhance networking opportunities across the sector.

Program Objectives

- to provide engaging and practical learning and development opportunities relevant to leadership and management, and relevant to the Aquatic and Recreation sector
- to introduce participants to various frameworks and tools to support participants to be confident and effective leaders
- to integrate learnings from the associated ARV Master Classes and the industry mentoring elements of the program
- to foster constructive networking opportunities within the participants group and within the broader sector.

The ***EMERGENT*** approach and materials will support participants to explore and reflect on key leadership and management concepts, and to develop competencies relevant for emerging leaders working within the Victorian aquatics and leisure sector.

Who is the ARV Leadership Program for?

Aspiring and current emerging leaders who seek an innovative approach to leadership enhance leadership potential and enable participants to make a meaningful difference in organisations and our Industry.

To apply for 2024 intake of this exclusive program, visit <https://www.aquaticsandrecreation.org.au/arv-services/emergent/>

Applications close **23 April 2024**. Limited to 25 participants.

Investment: \$1,500 for ARV Members, \$1,900 for non-members. Inclusive of GST.

Program Outline and Inclusions

- Your Leadership Behaviour Profile
- Leadership Profile debrief
- 3 x In-person workshops
- Graduation event
- 3 x In-person ARV Masterclasses
- 2 x 1-hr small group coaching sessions (online)
- Limited to 25 participants
- Program materials
- An allocated ARV-member mentor with proven industry experience and sector impact for the duration of the program, matched with your leadership motivational profile attributes.

Program Content

Maximising your Strength

- Self-awareness
- Purpose, Strengths and Values based leadership
- Networking and relationship building
- Gratitude and reflection

Authentic Leadership

- What is leadership?
- Leadership and Management Frameworks
- Your story
- Organisational Roles, Culture and Systems
- Leading Change
- Accountability and Authority
- Teamwork and Internal Collaboration

Leading Others

- Mechanisms and dynamics of leadership
- Essential qualities
- Understanding environments
- Personal boards
- Building effective teams
- 100 day plans

Key Dates

Applications open	25 March, 2024
Applications close	23 April, 2024
Successful applicants notified	
Mentor briefing - online meeting	Week of 29th April, 2024
Industry mentors and participants connected	
Workshop 1	16 May, 2024
Small Group Coaching - Leadership Behaviour Profile debrief	Late May, 2024
ARV Masterclass 1 - Working Together for a Better Industry	11 June, 2024
Small Group Coaching with leadership facilitator	Late June, 2024
Workshop 2	16 July, 2024
ARV Masterclass 2 - Strategy for Excellence	13 August, 2024
Small Group Coaching with leadership facilitator	Late August, 2024
Workshop 3	12 September, 2024
ARV Masterclass 3 - Future Shaping	24 October, 2024
Workshop 4 - Program Graduation and Celebratory Lunch	22 November, 2024

Prerequisites

Candidates must:

- Have a minimum of 12 months experience in the sector in a leadership role.
 - Attend and actively participate in all workshops and masterclasses to graduate.
 - Commit to proactively managing their relationship with their mentor for the duration of the program.
- Candidates are to meet at least monthly with their mentor.

Leadership Profile Debriefs and small group coaching sessions are delivered online.

Workshops and Masterclasses are held in person at Aquatics and Recreation Victoria office, Clayton

MEET YOUR FACILITATORS



Jim Plunkett

Jim Plunkett, is an experienced leader in the area of Leadership and Team Development. With over 20 years of experience in both professional sports (as a player and administrator) and corporate organisations, Jim brings invaluable expertise. His passion for people and his facilitation skills which have been refined over many years, provide great value to the companies, teams and individuals he works with.

Jim has experienced AFL at the highest level playing with the Western Bulldogs and Carlton Football Clubs. After his football career, Jim played a pivotal role as one of the founding athletes at Leading Teams, contributing significantly to the development of high-performing teams and the implementation of leadership programs. From there he joined the Melbourne Football Club as the General Manager of People and Culture, with his focus being to cultivate a high performance culture across the entire football club. Jim is still involved at the Melbourne Football Club. In 2024 he has transitioned to build his own business, Telos Performance Partners. Telos Performance Partners focus' on the growing demand for effective solutions in leadership development, team cohesion and individual wellbeing.