

Middle Manager Development Framework

“Find your core capabilities and your development pathway”



Individual Contributor



New Middle Manager



Experienced Middle Manager



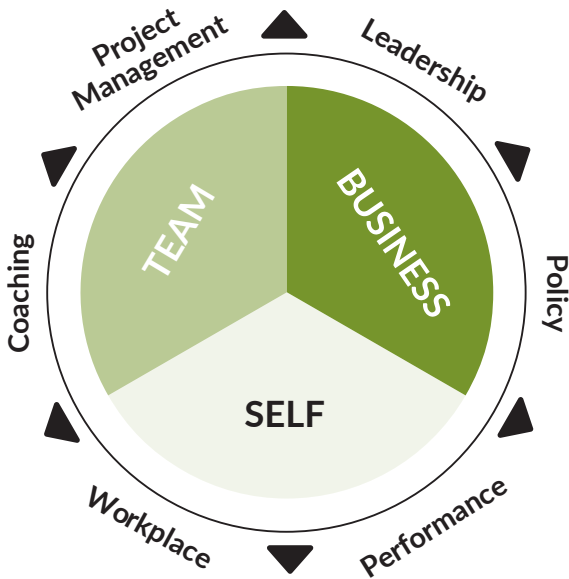
Executive



NEW MIDDLE MANAGER

Management Skillset and Leadership Mindset

Development options for new Middle Managers



EXPERIENCED MIDDLE MANAGER



Revive and Refocus

Development options for established Middle Managers



Middle Management Essentials

MANAGING SELF

- Communicate with influence
- Emotional intelligence, social awareness and self discipline
- Shifting from individual contributor to manager – transformational leadership
- Impact of leadership styles on individual leadership
- Understanding self and culture
- Values and ethical leadership
- Developing supportive peer networks

MANAGING THE BUSINESS

- Foundations of public sector governance (MOG)
- Innovative thinking and strategic alignment
- Creative problem solving and decision making
- Building and managing stakeholder relationships well
- Driving continuous improvement and change
- Project management fundamentals

BUILDING A STRONG TEAM

- Understanding team dynamics
- Creating a strong team culture to motivate and inspire
- Engaging for success: Becoming a proactive performance facilitator
- Coaching in the workplace
- Developing mentoring skills
- Conflict resolution

MANAGING SELF

- Reflections on professional self
- Communicate with influence
- Emotional intelligence, resilience and personal adaptability
- Understanding self and culture
- Values and ethical leadership

MANAGING THE BUSINESS

- Reflections on managing the business
- Innovative thinking and strategic alignment
- Creative problem solving and decision making
- Strategic workforce planning
- Driving continuous improvement and change

LEADING OTHERS FOR HIGH PERFORMANCE

- Reflections on team leadership
- Culture scorecard: Understanding current culture and leading a culture shift
- Mentoring for high performance
- Accelerate talent development

Planning, Strategy and Policy Essentials

INNOVATIVE THINKING AND STRATEGIC ALIGNMENT

RESEARCH AND ANALYSIS

POLICY PLANNING, DEVELOPMENT AND IMPLEMENTATION

STRATEGIC WORKFORCE PLANNING

EVALUATING PROGRAMS AND INITIATIVES



01 Take the self assessment tool



02 Have professional conversations



03 Create your professional development plan

OCPE OFFERINGS

- Design your own course
- Flexible delivery
- Short release times
- Reflection between sessions
- Practical
- Peer and line management participation
- Build your networks

70%
On the Job

10%
Formal

20%
Social

KNOW OF OTHER DEVELOPMENT OPPORTUNITIES?

Build your own program to fit the Framework

- Online Courses
- MOOC
- LinkedIn Learning
- Short Courses
- VET
- Higher Education
- Higher Duties
- Secondments