



Defence Industry Leadership Program 2020

Australian Industry is playing a central role in developing Australia's Defence capability particularly in naval shipbuilding, cyber, electronic warfare and space over coming decades. It is essential that we provide leadership development opportunities for the future workforce to drive industry expansion. The Defence Industry Leadership Program continues to be recognised by industry as a key enabler in the development of their workforce.

About the Defence Industry Leadership Program

The Defence Industry Leadership Program is a targeted, hands on professional development program that provides employees in the defence industry with personal and professional leadership skills. The rapid growth of the defence sector over the coming decade will require the defence industry to accelerate the expansion and potential of its workforce. This includes a need for defence employers to focus on leadership education and personal and professional development.

Participants will graduate from the Defence Industry Leadership Program with either a diploma or an advanced diploma in Leadership and Management as well as lifelong membership to the Defence Industry Leadership Program alumni.

Who is it for?

The program attracts participants from all levels of organisations and from a wide range of sectors connected to defence industry. Participants of the Defence Industry Leadership Program have represented the full spectrum of the defence sector, coming from prime defence contractors, SMEs, professional service providers, Department of Defence and the Australian Defence Force. Historically, the most successful programs have been those that were represented by a diverse mix of individuals, in terms of gender, profession and age demographic. Whilst suitable for emerging leaders, the robust syllabus also provides experienced leaders the opportunity to enhance their personal leadership skills and behaviours.

Through its ten iterations the Defence Industry Leadership Program has proven extremely successful, producing in excess of 242 South Australian leaders who have gone on to strengthen leadership succession within the State's Defence and related Industry. The Defence Industry Leadership Program supports its participants to develop leadership capability while growing knowledge and understanding of the broader defence sector.

Course details

The Defence Industry Leadership Program combines learning workshops, presentations from senior defence/industry specialists, infrastructure visits and is an opportunity for program participants to build highly valuable industry relationships.

Program Content

This program will address the following topics:

- Personal reflection, values, ethics and creativity
- Psychology of leadership
- Decision-making
- Crisis leadership and making decisions 'under fire'
- Managing and influencing innovation
- Strategic change leadership
- The art of cooperation
- Implementing excellence through effective leadership

Program delivery

Component	Duration (Doesn't include travel)	Notes
Briefing Session followed by Upfront Needs Assessment	3.5 hours	
Monthly workshops x 8	7.5 hours each	Some workshops to be followed by an onsite dinner
Residential field trips x 2	1.5 days (with overnight stay) 1.5 days (with 2 overnight stays)	
Industry visits x 3	4 hours each	Relevant defence industry infrastructure
One on one meetings with Program Manager x 3	1 hour each	
Concept Paper Group work	Estimate 15 hours per month for 3 months	Team decides on duration and frequency of meetings
Individual Assignments x 3	2 to 4 hours each	
Graduation ceremony	7 hours	Includes presentation of concept paper to Review Panel

Assignments

Task	Length
Individual Assignment	800 words
Personal Development Plan	Up to 2,000 words
Organisation Improvement Recommendations	Up to 1,200 words

Concept Paper

Participants will be required to participate in syndicate work to complete carefully conceived and comprehensive Concept Papers that not only validate their learning throughout the program, but also contribute to the ongoing development of the State's economic future. Respected industry representatives will advise participants on these concepts for presentation to a senior Government and industry panel at the close of the program.

While the program does allow some time to undertake the work required, you will need to allocate personal time to deliver the assignments and the concept paper.

Work Experience

Participants will be required to undertake a minimum of 35 hours of work experience over the eight-month program. The work experience should be within the participants' current role providing access to extended leadership and management responsibilities.

Accredited Qualifications via Recognition of Prior Learning (RPL)

Part of the Defence Industry Leadership Program incorporates the formal recognition of the skills and knowledge you currently have RPL to meet the requirements of:

- An Advanced Diploma of Leadership and Management; or
- A Diploma of Leadership and Management

Entry Requirements

To be admitted to the course an employee must be nominated by their employer and an application form submitted to the DTC. Positions on the program are highly sought after and the competitive selection process seeks to bring together a diverse but balanced group of course members that will enhance the participant experience and the course learning outcomes. Please work with your employer representative to complete the application form overleaf.

Cost

With funding support from the State Government's Skilling South Australia Projects, the DTC offers this exclusive opportunity to its members at a rate of \$8950. This course is also available to non-member at a rate of \$9950. For enquiries about payment plans contact sadilp@dtc.org.au

Organisations wishing to nominate staff members for the Defence Industry Leadership Program, are encouraged to review the guidelines of the CDIC's Advisory and Facilitation Services (Skills Development) Grant. This grant supports SMEs to upskill their workforce to align with the capability requirements of Defence. The Defence Industry Leadership Program may meet the funding requirements of this grant and organisations are encouraged to explore the grant guidelines. [Click here](#) for more information.

Note: Funding support by the South Australian Government's Skilling South Australia Projects funding support is restricted to South Australian based employees only. Organisations with staff from other states and territories are welcome to apply for the Defence Industry Leadership Program, however the costs will be \$13950 (+GST) for DTC members and \$14950 (+GST) for non-members.



Defence Industry Leadership Program 2020 Application Form

I (employer representative): _____ (position title): _____

of (organisation): _____

nominate (employee name): _____ (Position title): _____

* Date of Birth: _____

*Nationality: _____

* Required for security clearances for site visits

I hereby undertake:

- To release the employee to be able to attend all elements of the program;
- To provide oversight of the employee to ensure they attend the majority of sessions and complete sufficient assessment activities within this program to achieve graduation requirements;
- Provide the employee with a minimum of 35 hours work experience in their current role, that aligns to their leadership and management development and qualification.
- To pay the prescribed course fees.

Signed Employer

Date

Signed nominated employee

Date

Supporting Document

Nominated individuals are required to provide:

- A current resume/CV
- Copies of academic statements/certificates for any existing qualification
- A current job description
- a **half to one-page** response to the following questions and attach it to this signed nomination form:

Question: What do you hope to achieve from the Defence Industry Leadership Program? (Answers should address the following.)

1. How will my participation in the Defence Industry Leadership Program benefit me?
2. How will my participation in the Defence Industry Leadership Program contribute to my organisation?
3. How can my participation benefit the defence industry in South Australia?

Signed nomination form and supporting documentation must be submitted by COB on 16 March 2020, by email to: sadilp@dte.org.au