



Australasian **Housing** Institute

# Leadership Retreat 2011 Program

2011



## About Leadership Retreat

Join the Leadership Retreat- our intensive program for **developing leaders in housing**. Build your career by developing a personal leadership style which brings out the best in yourself and those you lead.

This three day residential course is structured to facilitate your learning and commitment to strengthening your leadership credibility.

The **focus** of this year's retreat is two-fold:

- the development of thinking techniques which you can apply in a range of leadership situations; and
- linking your leadership skills and knowledge with the strategic environment you operate within.

### The Leadership Retreat creates an opportunity for you to

- identify your own leadership style
- understand your preferred thinking style, other styles you can develop and how the way you think affects the way you communicate, influence, delegate, network, act and perform – your leadership fundamentals
- reflect on the strategic environment in housing as seen through the eyes of other leaders
- infuse a range of leadership skills, characteristics, styles and ideas into your own personal leadership style
- develop strong change management competencies
- achieve your career goals through the development of skills, knowledge and a personal plan and commitment
- change your leadership practice to bring about positive change and to make a difference for your organisation
- pull together everything you have learned at the retreat and from your other activities to be a unique and authentic leader who takes people with you and remains true to your values
- build lasting and influential professional networks

## Who should attend?

Senior managers and members of executive teams who are seeking to step up to the next level and who are willing to undergo intensive, facilitated activities to stretch and develop themselves to the full.

## When & Where

**Monday 29th August 2011 -**

**Wednesday 31st August 2011**

(with registration and arrival dinner on Sunday 28th August)

**Venue:**

Rydges Southbank Townsville

[www.rydges.com](http://www.rydges.com)

23 Palmer Street, Townsville, QLD, 4810

# Program overview

Attending the Retreat is a fantastic opportunity to network with housing colleagues from across Australasia in an intimate setting, to self-reflect on your own approach, explore viewpoints, apply creative thinking techniques, and consider new ideas, concepts and possibilities. Social gatherings, activities, and challenges are sure to inject fun into the Retreat.

## Topic areas include:

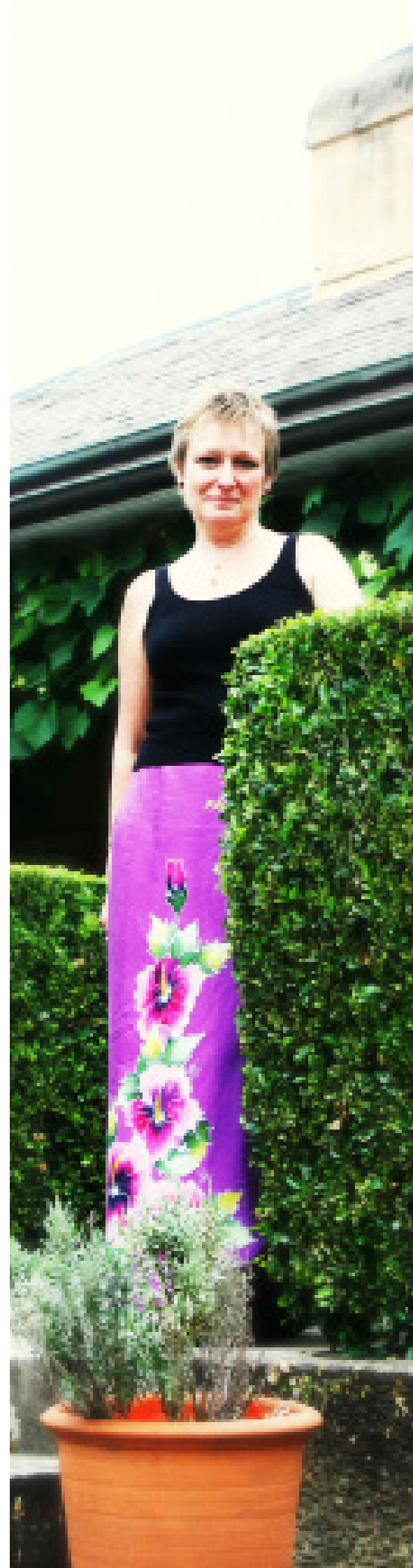
- Whole brain thinking
- New perspectives in housing
- Lateral thinking and future possibility
- Leading strategy in the housing sector
- Understanding the tenants' perspective
- Transitioning between housing sectors
- Leadership under challenging circumstances
- Managing growth and leading change

## Welcome dinner Sunday 28th August

The first night of the Retreat is a great opportunity to have a rest after a flight, catch up with colleagues and presenters and enjoy delicious food during the welcome dinner.

**Tony Waters** sets the scene and lays out his aspirations for the future of social housing in Queensland.

**Marsha Davies** will share her experiences one year on from the first Leadership Retreat in 2010.



# Day One

## Monday 29th August

### 9:00 am Welcome, Overview & Introductions

**Donella Roberts**, Professional Development Consultant  
Australasian Housing Institute

### 9:45 am Workshop: Hermann Whole Brain Thinking - HBDI

**Jennifer Goddard**, Director  
Buzan Centre: Australia/NZ and cofounder of Mindwerx

Includes Morning Tea @10.30 am

This workshop focuses on the practical application of understanding our thinking preferences, and participants will:

- play The Diversity Game - A fun way to explore the thinking diversity within us;
- understand why grey matter matters;
- gain an understanding of the Herrmann model and discover their own thinking profile;
- become aware of thinking preferences in order to use them better in their personal and professional life;
- explore their own profile with ideas and exercises to become more whole brained thinkers; and
- understand how their profile compares to others and the implications for team work, leadership, creativity and communication.

### 12.30 pm Lunch

### 1.30 pm Workshop: Leading at your Best

**Donella Roberts**, Professional Development Consultant  
Australasian Housing Institute

This session allows delegates the opportunity to reflect on a time when they led others well and assess what they did during this optimal experience on leading others.

### 2.00 pm Guest Speaker: New Paradigms in Aboriginal Housing & Homelessness Approach

**Rachel Atkinson**, General Manager  
Palm Island Community Company

Based on extensive industry experience, Rachel will present her views to challenge the need for change and innovative approaches in aboriginal housing and homelessness.

### 2.45 pm Afternoon Tea

# Day One

## Monday 29th August

### Lateral Thinking Keynote:

#### 'How to Suck Great Ideas out of Your Head'

**Graeme Bowman**, Key Note Speaker & Facilitator  
*Bowman Enterprises*

This session will introduce delegates, in an entertaining and thought provoking manner, to attitudes and approaches necessary to think creatively.

3.15 pm

### Workshop: 'Social Housing Five Years Down the Track - The Great Hoax'

**Graeme Bowman**, Key Note Speaker & Facilitator  
*Bowman Enterprises*

In this session, it's all about the delegates exploring New Perspectives and ideas for the future, in a way that encourages them to come up with the more extreme concepts as well as the more obvious ones.

Following on from the previous session, participants should definitely be willing to challenge the status quo – Old Perspectives, as it were – as they explore alternative ways of doing things.

4.00 pm

### Close

5.00 pm

### Dinner / Quiz Night

#### Team Challenge Round 2

Delegates indulge in a sumptuous seafood buffet in the Portside Room.

7.00 pm



# Day Two

## Tuesday 30th August

### 9:00 am Taking Stock & Preview

**Donella Roberts**, Professional Development Consultant  
Australasian Housing Institute

### 9:30 am Team Challenge: Brain Teasers

### 9.45 am Workshop: Six Thinking Hats

**Graeme Bowman**, Key Note Speaker & Facilitator  
Bowman Enterprises

The aim of this session is to explore, in a collaborative and structured way, specific ideas about social housing that tie in with the theme of New Perspectives.

The outcome of this workshop should be two-fold:

1. Participants will have a good understanding of why the Six Thinking Hats approach works, and how to use it in the future in their own personal and professional lives;
2. Ideas and approaches that have genuine application within social housing will have been developed further.

### 12.00 pm Guest Speaker: Transitioning Environments - Public & Community Housing

**Joan Ferguson**, CEO, AHI

Joan will share her experience transitioning between Public and Community Housing sectors, highlighting the similarities and differences, and challenges for leaders making these transitions.

Joan will also touch on the notion of leaders as role models:

- What do leaders need to do to identify their values and turn these values into action?
- How do leaders align actions with shared values?

### 12.45 pm Lunch

### 1.45 pm Guest Keynote: Leadership Under Challenging Circumstances

**Rachael Roberston**, Antarctic Expedition Leader

- The 2nd female ever to successfully lead the Australian National Antarctic Research expedition
- Rachael's story of success and achievement explores Leadership, Management, Performance and the ability to adapt to a changing environment.
- Faced with 9 months of total isolation and the need for the team to rely on each other to survive, Rachael led a team of 18 people, who met each other for the first time just prior to sailing - a truly unique leadership experience.
- Antarctica in winter is totally inaccessible - once the last ship leaves at the end of February no one can leave the base under any circumstance until the ship returns in November.
- With breathtaking photographs and plenty of humour, Rachael will recount her leadership and team building experiences from a year in the highest, driest, coldest and windiest place on earth.

Includes Morning Tea @10.30 am



# Day Two

## Tuesday 30th August

### Afternoon Tea

3.00 pm

### Guest Speaker: The Tenant's Perspective

3.15 pm

#### ***Fred Morris***

Fred Morris has provided outstanding leadership to the tenant participation network in Far North Queensland for over two decades. He had also been a leader in the housing policy debate and a staunch supporter of social housing and social housing tenants in his region and at a national level.

### Guest Panel: Current Social Housing Issues

3.45 pm

This informal panel sessions will allow delegates the opportunity to discuss in a personal environment current social housing issues.

#### ***Joan Ferguson - CEO, Australasian Housing Institute***

**Topic Area:** Social housing does not always enjoy a terrific reputation with the wider community.

- How can we shift this perception and build support for the work we do?
- How do leaders seek out opportunities and seize the initiative?
- Can we genuinely admit to and learn from our mistakes?
- How do we generate small wins that build a bigger picture?
- How do leaders reward and recognise individuals?
- How do we celebrate our achievements?
- How do we encourage the heart in our work?

#### ***Michael Lennon***

**Topic area:** The vision for the future of social housing and how we can put that vision into practice. Discussion points:

- How leaders can inspire a shared vision?
- What does one need to do to envision a preferred future and how do we involve others in that future?
- What steps do you need to take to identify exciting and enabling possibilities.
- How do you enlist others by appealing to shared aspirations?

#### ***Rhonda Phillips***

**Topic area:** Building truly collaborative relationships within the housing sector and between the housing sector and the broader social services sector

Discussion areas:

- What can leaders do to promote collaboration by building trust and relationships?
- What can you do to strengthen others by increasing self-determination and developing competence?
- What is it that leaders must do to enable people to act?

### Close

5.00 pm

### Dinner

7.00 pm



# Day Three

## Wednesday 31st August

### 9:00 am Taking Stock & Preview

*Pamela Young, Managing Director  
growthcurv*

### The Facts: Changes and Challenges in the Housing Industry: Impact on Organisation and People

*Pamela Young, Managing Director  
growthcurv*

The aim of this session is to highlight the changes that delegates need to respond to as the basis of the work they will do today. .

### 10.30 am Morning Tea

### 10.45 am The Future Visioning & Strategy

*Pamela Young, Managing Director  
growthcurv*

Know what the future needs to look like and identify enablers and hurdles along the way.

In this session we will review where we are (point A) and plan where we need to get to (Point B) and map out how to get there. This work will provide a pathway for delegate's own leadership commitment that they will consider in the final session today.

### 12.30 pm Lunch

### 1.30 pm Your Focus: Leading Change

*Pamela Young, Managing Director  
growthcurv*

Getting clear about who you are as a leader and who you need to 'be' to lead change in your organisation and people.

It's not just what you know, or what you are doing that matters when you are leading change: what matters most is who you are being when asking people to follow you.

### 3.30 pm Future Forecast

*Donella Roberts, Professional Development Consultant  
Australasian Housing Institute*

### 4.30 pm Close

### 6.00 pm Farewell Drinks & Dinner

Includes Afternoon Tea  
@2:45 pm





For more details visit [leadershipretreat.roundtablelive.org](https://leadershipretreat.roundtablelive.org)

For any further information please do not hesitate to contact us.

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