

Executive Challenge Academy

Overview for participants and learning partners

Effective leaders today need broad multifaceted cross sector networks. As business challenges become more global, complex and multidimensional, leaders with connections that span geography, professions, sectors and systems have clear advantages. They evolve more quickly. Respond more fluidly. Innovate more readily.

History and current situation

The Executive Challenge Academy has been in existence for 8 years. During that time, hundreds of leaders have come together to build bridges of understanding across sectors, geographies, professional backgrounds, cultural and ethnic differences. The program has given birth to new cross sector programs and projects, created shared understanding of key community issues, and fostered new collegial ties leading to better decision making. Individuals and organizations have been made stronger through these new network connections, leading to better responses in times of disruption and more thoughtful answers to complex issues. The impact of this proven program has been significant and the ECA now has regional offerings as well as programs covering early career, emerging leaders, executive leaders and public/social/business sector management master classes.

How it works

The key strengths of the ECA programs have been in attracting global and local leaders from business, public safety, government service, community development, finance, and housing and other cross sectoral agencies. Speakers and session facilitators are the thought leaders and practitioners in their respective fields. Drawing from the best in the country to the best in the world, leaders have come to share their practical wisdom and hard earned experience with well-prepared Queensland executive and emerging leaders. Sessions are stimulating and interactive. Speakers are demanding and challenge long held beliefs. Exercises lead participants to constructive application of new ideas.

How major themes and issues are identified

Emerging issues and reform agendas are catalysts for our organisations, sectors and industries to begin to ask the first new questions. We do that by creating a leadership laboratory to support these new explorations and take ideas into action. Executive Leadership Challenge provides the leadership learning laboratory and creates the best experiences led by outstanding thought leaders and practitioners.

Teams are formed to tackle issues facing themselves in their own leadership or facing their organizations as they navigate through changes and challenges presented during the program. Mentors drawn from the ECA alumni partner these teams so there is an additional layer of guidance and support offered to our participants.

Breakfast sessions are held on the program days and participants keep connected between the formal programmed learning sessions. People share learning and reference material freely both through You Tube channel and other online means. All materials presented during programmed learning is available and accessible on members only section of the website at www.archersfield.com.

Additional breakfast sessions are also offered through the year so that our participants can hear outstanding presenters such as Orange Sky Laundry, Mark Willacy, Meg Wheatley and Ben Roberts Smith VC. These are at a small fee to cover costs and create our scholarship fund. See ECA breakfast series at www.archersfield.com.

Please visit www.archersfield.com for further information
or contact Jan Archer directly on 0410 637 072.

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How participants are selected

Participants apply to their sponsoring organisation to participate. Organisations invite their CEOs, executive teams and Board members to participate as well as support those members who are enrolled. Individuals can apply and pay their own fees. The individual participant is interviewed by Executive Leadership Challenge alumni and supported to clarify their most pressing leadership challenges, the questions they wish to explore and the goals they wish to set for themselves. Mentors from the existing alumni membership are selected and matched through this process. Our coaches offer 3-5 formal coaching sessions for each individual participant, the number depending on which program they are in. These coaches are selected to best match the leadership goals the participant wishes to work towards. See *program expressions of interest forms, program outlines and course registrations* at www.archersfield.com.

Your ongoing leadership development opportunity

The Executive Challenge Academy is a sought - after executive and leadership development institution. It is well positioned as a strong organization with a proven strategy to engage new, emerging, executive, and masterful leaders. We possess the cross sector perspective and strategic motivation to grow the program both in number and calibre of participants and beyond its current focus. We have created a Queensland institution involving not only leaders from every sector, but also creating new programs for younger and developing leaders. Currently we also have strong in-house and intra-sector programs offered in health, youth and public safety environments.

In 2012 we began our ongoing international partnership with the Greater Houston Region, hosted by Baker Ripley Centre. In 2016 we commenced an international partnership with The Netherlands School of Business, a collaboration of the 7 universities of the Netherlands. We have two annual international modules conducted in Houston and The Hague. These international modules are usually undertaken by participants who have experience of ECA programs but in the interests of cross- sectoral and cross -jurisdictional diversity, we invite all to consider this global leadership learning experience.

We look forward to welcoming you into a partnership with us to further enhance your own leadership.

How speakers and presenters are chosen

Our speakers and presenters are acknowledged nationally and internationally as leaders in their respective fields. There is a core group of presenters who hold the integrity of the programs we offer. These presenters know each other and build on each other's work. Others are invited to join us in response to emerging issues and transformational change agendas. Our speakers and presenters are chosen also on the basis of their alignment with the expressed intention of our leadership programs, *"Leadership development for the challenges of today and tomorrow."* We work to support and enhance the leadership character and skills of all leaders, new, emerging or legacy stage. Given that there are qualifications attached to these programs if desired by the participant, we deliver high quality leadership curriculum.

How results are tracked and measured

We measure the following:

- Uptake of programs
- Completion of programs
- Summary and analysis of delivery of courses
- Analysis of participant feedback
- Satisfaction with leadership learning and application to real work settings
- Completion of qualifications available through these programs
- Ongoing network strength demonstrated through completion of collaborative , cross sector projects
- Alumni willingness to mentor and support new, emerging and other executive leaders to succeed in their own organizations and sectors.
- Support and sponsorship

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