



ALLIANCE FOR
LEADERSHIP LEARNING
leaders matter

2026 ECA EXECUTIVE LEADERS PROGRAM

Leadership Recalibrated for Co-created System-Level Impact

**Five-Day Executive Intensive program
(3 days + 2 days)**

Townsville



Leadership Recalibration for Complex Systems

The Executive Leaders Program is a premium, high-intensity experience designed for senior public purpose leaders operating one to two levels below CEO/DG.

This is not a traditional leadership course.

It is a structured recalibration of leadership practice.

Developed in direct response to CEO and senior executive feedback, the program is designed to strengthen how leaders:

- Think
- Influence
- Integrate
- Act

Time to Think. Discipline to Act

Executive leadership requires more than responsiveness.

It requires the ability to:

- Step back from operational pressure
- Diagnose what is really happening in complex systems
- Think strategically across competing priorities
- Translate insight into coordinated, purposeful action

The Executive Leaders Program creates structured space for thinking—and builds the discipline required to turn thinking into results.

What we have heard from CEO's:

Across jurisdictions and sectors, senior executives consistently report:

- “Our leaders are busy—but not always influential.”
- “There is not enough integration across priorities.”
- “We see risk aversion where we need judgement.”
- “Leaders don’t always have the space—or discipline—to think.”

The 2026 Executive Leaders Program program has been redesigned to directly address these realities.

A Redesigned Five-Day Intensive Experience

In response to this operating environment, the program is now delivered as:

3-Day Immersive + 2-Day Advanced Intensive

This format:

- Maximises high-value, in-person engagement
- Builds strong cross-sector relationships quickly
- Creates deep immersion and focused thinking time
- Enables real-world application between phases



Executive Leaders Program Outcomes:

Participants return to their organisations able to:

- **Influence at the executive level**—shaping decisions, not just contributing to them
- **Integrate complex systems work** into coherent strategic direction
- **Exercise sound judgement** in high-risk, ambiguous environments
- **Move beyond risk aversion** to make informed, accountable decisions
- **Lead across boundaries** with clarity, authority and relational strength
- **Create and protect time for disciplined strategic thinking**

What Makes This Program Different

The Executive Leaders Program is designed as an applied, system-focused experience.

Participants engage in:

- Real-world adaptive challenges drawn from their own context
- Structured reflection and “inner work” to strengthen leadership judgement
- Cross-sector collaboration and challenge
- Engagement with internationally recognised thought and practice leaders
- Practical tools for working in complexity, not avoiding it

This is not theory. It is systems leadership practice under pressure.

A Program for Leaders Ready to Step Up

The Executive Leaders Program is designed for:

- Senior Officers / Executive Directors / SES and equivalents
- Leaders with system-wide or cross-agency responsibility
- Leaders preparing for Deputy or CEO roles

"The Executive Leaders Program was transformational. What stood out was the practicality—every concept was immediately applicable to the real challenges we face as senior leaders. The Adaptive Challenge produced insights we were able to take straight back to our executive team. I recommend this program without hesitation." -Senior Executive, Statewide Service Organisation.

"This program reset the way I think about leadership. I walked in expecting a traditional development course and walked out with a completely new lens for understanding complexity, leading change and influencing across systems." - Deputy Director-General, Queensland Government



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Executive Leaders Program

FIVE-DAY INTENSIVE

PHASE 1 - THREE-DAY IMMERSIVE

1

Leadership Identity, Presence & Systems Awareness

- How you currently operate
- Identifying patterns of execution vs influence
- Strengthening reflective practice and leadership presence
- Diagnosing system dynamics rather than surface issues

2

Working in Complexity & Futures Thinking

- Moving beyond simple fixes
- Recognising institutional trust, risk and governance dynamics
- Applying foresight to real challenges
- Building the discipline to think—not just respond

3

Strategic Leadership & the Adaptive Challenge

- Framing systems, high-stakes challenges from your own context
- Distinguishing problem types
- Identifying where influence—not authority—is required
- Beginning to build a case for change

4-6 weeks between phases

Real-world application and coaching between phases

Sense the system: clarify the challenge, stakeholders, and root causes (not symptoms).



Let possibilities emerge: reframe the challenge and generate a small set of viable pathways.



Iterate and strengthen: integrate feedback, sharpen the case for change, and ready the story.



Discovery

Engage

Options

Test

Refine

Realise



Co-sense with others: listen deeply across perspectives; build trust and shared intent.



Prototype in the real world: run safe-to-fail experiments; learn fast from action.



Commit and mobilise: align sponsorship, resources, and next steps; present to the executive panel.

PHASE 2 - TWO-DAY ADVANCED IMMERSIVE

4

From Thinking to Influence

- Strengthen the case for change
- Influence across boundaries
- Prototype and iterate solutions
- Communicate with clarity and executive presence

5

Executive Challenge Presentations & Collective Learning

- Articulate the real problem—not just the visible symptoms
- Demonstrate system insight and strategies for real impact
- Present a credible, integrated path forward
- Respond to challenge, scrutiny and competing perspectives

Program graduates are eligible for RPL to the Graduate Diploma in Strategic Leadership through our partnered RTO.

Organisational Benefits



Improved System Leadership

Executives return with new capabilities for influencing complex systems and delivering public value.



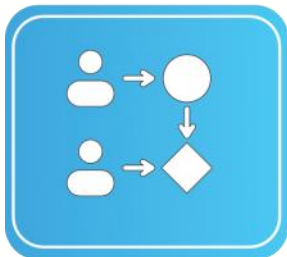
Cross-Agency Collaboration

Participants build relationships that endure well beyond the program, improving collective problem-solving.



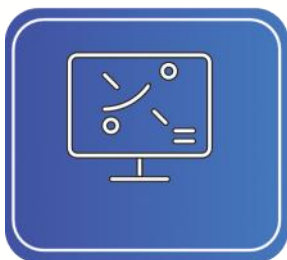
Strategic Capability

Leaders utilise frameworks in foresight, complexity, and systems thinking.



Enhanced Integrity and Governance

Critical in the evolving public purpose environment.



Measurable Impact

The Adaptive Challenge produces actionable insights and options for system improvement.

What this program delivers:

- The ability to influence executive-level decision-making
- Greater clarity in integrating complex work programs
- Confidence in navigating risk and ambiguity
- The discipline to move from thinking → action → results

Ready to Step Out of Execution and Into Influence?

The Executive Leaders Program is not sequential content delivery. It is a disciplined progression.

If you are ready to:

- Strengthen your influence at the executive level
- Bring greater coherence to complex work
- Move beyond reactive leadership patterns
- Create space for disciplined strategic thinking

We invite you to secure your place in the 2026 Executive Leaders Program.

2026 Program dates

North Queensland (Townsville) 2026

Phase 1 - Wednesday 5 August to Friday 7 August

Phase 2 - Wednesday 23 September to Thursday 24 September

Course fees

\$5,500 (including GST)

Important Dates

Enrolments finalised North Qld Program: Monday 13 July 2026

Program commences: Wednesday 5 August

Next Steps

Complete the enrolment form on the next page or email:

info@allianceforleadershiplearning.com.au



Executive Challenge Academy Executive Leaders Enrolment Form

I want to enroll in the (please tick which one applies):

North Qld Executive Leaders Program August 2026

Participant details:

Name:	Email:
Position:	Phone:
Organisation:	Mobile:
Supervisor's details	
Name:	Email:
Position:	Phone:

Contact Person details (if different to above):

Name:	Email:
Position:	Phone:
Organisation:	Mobile:

Course fee: \$5500 (See over for terms and conditions)

Payment method (please tick):

Please invoice
Invoice address details: _____

Please accept my payment by EFT *

Please charge a credit card (Visa or Mastercard)
Card No.: _____
Expires: ___ / ___
CCV: _____

*EFT details: Account Name: Leadership Learning Academy Pty Ltd
BSB: 084 484; Account No. 435668472; Reference: Invoice Number

Please email enrolment form to info@allianceforleadershiplearning.com.au

TERMS & CONDITIONS

Fees: Fees cover facilitation, online modules, venue & meals (within specified course dates only, and excluding alcohol), tuition and workbooks. No international or domestic travel expenses are covered by the enrolment fees.

Payment Terms: Payment in full must be made within 30 days of the closing date for registration. Unless a program is sold out, deferred or cancelled, submission of this registration form confirms your place in the program.

Cancellation Policy: A substitute delegate is welcome with written notification. Cancellations received up to 3 weeks prior to commencement of the program will incur a 50% withdrawal fee. For cancellations received within 3 weeks of commencement of the program, no refund will be issued. Every effort will be made to contact each registrant should a program be re-scheduled or cancelled for any reason. If a program is rescheduled or cancelled for any reason, Leadership Learning Academy Ltd (trading as Alliance for Leadership Learning) liability is limited only to the program fee or a portion thereof.

Indemnity: Alliance for Leadership Learning reserves the right to change the venue and / or speakers of any program due to circumstances beyond its control. In the event of changes to venues or speakers, or cancellation of the program, Alliance for Leadership Learning is indemnified against any or all costs, damages, expenses, including legal fees, which are incurred by the registrant/s. In the case of a venue change, all reasonable efforts will be made to inform attendees.

Recognition of Prior Learning: Recognition for participation in Alliance for Leadership Learning programs is at the discretion of the Registered Training Organisation (RTO). Fees charged by RTOs for recognition of prior learning and/or credit transfers are not part of the fees paid for Alliance for Leadership Learning programs and must be negotiated with the RTO separately.

Contact

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See our website for enrolment dates and programme timetables