



ALLIANCE FOR  
LEADERSHIP LEARNING  
*leaders matter*

# 2026 ECA MANAGEMENT DEVELOPMENT PROGRAM

*Building the next generation of leaders for Queensland*

**Brisbane & Townsville offerings**

**Graduate Diploma  
in Strategic Leadership**

# Why Invest in the Management Development Program?

We operate in a complex, dynamic environment—tight budgets, rising community expectations, increasing accountability, and the need for cross-agency collaboration. Strong, adaptive, and confident managers are essential for delivering high-quality services and leading teams through constant change.

The ECA Management Development Program (MDP) equips managers with the capabilities required to lead people, manage performance, and improve service delivery in this environment. It is a proven, high-impact program mapped to the Graduate Diploma in Strategic Leadership (BSB80320)—delivered by experienced leaders, systems thinkers, and nationally recognised facilitators.

## Program Outcomes

By the end of the program, participants will be able to:

### **Strengthen performance and accountability**

- Lead teams with clarity, purpose, and psychological safety
- Apply governance, planning, and risk frameworks relevant to Queensland agencies
- Improve operational discipline and delivery

### **Lift adaptive leadership capability**

- Diagnose complex problems using systems thinking
- Lead through uncertainty and change
- Navigate human rights, ethical obligations, and public purpose responsibilities

### **Improve cross-agency effectiveness**

- Build relationships across functions and sectors
- Lead collaborative initiatives
- Communicate with influence, including in the media and political environments

### **Deliver measurable organisational benefits**

- Apply new skills to real workplace challenges
- Produce strategic plans aligned with agency objectives
- Present solutions to senior executives for endorsement or sponsorship

### **Gain Qualification**

- Participants will be awarded the Graduate Diploma in Strategic Leadership (BSB80320) when they complete all the program elements

## Why the MDP Stands Out

- Designed specifically for public purpose leadership
- Delivered by experienced practitioners—not generic trainers
- Mapped to a nationally recognised qualification
- Performance-focused, practical, and grounded in real workplace challenges
- Proven track record of capability uplift across Queensland

## Faculty Expertise

Participants learn from experienced practitioners with extensive public sector backgrounds, including:

- former CEOs, CHROs, and senior public servants
- experts in systems leadership, governance, disaster resilience, and cultural capability
- leading academics, media professionals, and organisational psychologists
- Faculty combine real-world experience with practical tools, making the learning immediately applicable.

## Who Should Participate?

The program is ideal for:

- Team leaders and managers at section, unit, or early middle-management level
- High-potential staff preparing for broader leadership responsibilities
- Technical specialists transitioning into people leadership roles
- Participants should be managing people or projects and ready to step into greater responsibility.

## What Leaders are Saying

*“Our managers are more confident, more strategic, and more capable of handling complexity.”*

— Queensland Senior Executive

*“The Adaptive Challenge produced fresh solutions to long-standing issues we hadn’t been able to resolve.”*

— Director-General, State Agency

# Program Structure at a Glance

Duration: April – December (8–9 months)

Format: Blended learning model designed for busy managers

5 days of face-to-face workshops

10 x 90-minute online tutorials

13 self-paced online modules (approx. 30 hours)

Adaptive Challenge project, presented to a panel of executives

The program is paced to allow participants to apply new concepts directly to workplace priorities.

## Core Capability Areas

### Foundations of Management

- Planning, organising, leading, and controlling
- Performance management and accountability
- Decision-making and stakeholder engagement

### Leading in the Queensland Public Sector

- Governance, ethics, and public value
- Human Rights Act obligations
- Working across agencies, sectors, and communities

### Communicating with Influence

- Key messaging and storytelling
- Media engagement skills
- Presenting with impact

### Leading People and Teams

- Team dynamics and psychological safety
- Cultural capability and inclusive practice
- Coaching, communication, and feedback

### Leading in Complexity

- Systems thinking and adaptive leadership
- Designing interventions for complex problems
- Strategic planning and strategic execution

## The Adaptive Challenge: Real Work, Real Impact

A standout component of the program, the Adaptive Challenge requires participants to:

- Identify a complex organisational or sector issue
- Engage stakeholders and use systems tools to understand the problem
- Test small, practical interventions
- Present insights and recommendations to a panel of senior executives

This ensures the program delivers tangible value back to agencies while developing real-world leadership capability.



### **Understand leadership's role in organisational success**

Work on organisational dynamics and explore relationships between people and teams, self-awareness and teamwork within organisations.



### **Equip yourself to be successful in management and leadership roles**

Uncover your management style and strengths, adapt for success and explore authenticity in leadership.



### **Understand dynamic systems and how to manage change initiatives**

Gain a working knowledge of systems thinking and how to work across boundaries to influence change and transformation.



### **Manage outcomes with confidence**

Deliver a workplace strategic initiative and influence stakeholders to adopt your recommendations.



### **Gain a qualification to advance your career**

Be awarded the Graduate Diploma of Strategic Leadership to enhance your career prospects.

## **Course fees**

\$7,700 (including GST)

## **Important Dates**

31 March 2026: Brisbane program Enrolments finalised

15 & 16 April 2026: Brisbane Program commences

17 July 2026: Townsville program Enrolments finalised

3 & 4 August 2026: Townsville Program commences

## **Next Steps**

**Complete the enrolment form on the next page or email:**

[info@allianceforleadershiplearning.com.au](mailto:info@allianceforleadershiplearning.com.au)

## **Who is the Alliance for Leadership Learning?**

The Alliance for Leadership Learning is a social enterprise organisation committed to strengthening leadership capacity across sectors and communities. We believe leadership is most powerful when it is shared, reflective, and grounded in learning — not just in theory, but in practice.

Our programs are delivered under the Executive Challenge Academy banner (ECA). The ECA has over 17 years of practice in collaborative leadership development and transformation, and is strategically positioned to create cutting-edge leadership practice. Our 'dynamic learning' philosophy, which encourages new ideas, new approaches, and new connections, creates an environment for rich development.

As a mission-driven social enterprise, the Alliance reinvests its resources into expanding access to high-quality leadership development. We focus on impact over profit — supporting individuals and organisations who seek to lead with purpose, adaptability, and compassion.

At its heart, the Alliance is a community of practice — a place where learning continues, relationships deepen, and leadership evolves to meet the needs of an ever-changing world.

## 2026 Management Development Program Schedule - Brisbane

Date	Time	Module	Format
15 & 16 April 2026	All day	Orientation & Management Essentials	Face-to-face
23 April 2026	9:30-11:00 am	Webinar 1	Online
7 May 2026	9:30-11:00 am	Webinar 2	Online
20 May 2026	9:30-11:00 am	Webinar 3	Online
4 June 2026	9:30-11:00 am	Webinar 4	Online
17 June 2026	All Day	Systems Thinking workshop	Face-to-face
16 July 2026	9:30-11:00 am	Webinar 5	Online
20 August 2026	9:30-11:00 am	Webinar 6	Online
9 September 2026	9:30-11:00 am	Webinar 7	Face-to-face
8 October 2026	9:30-11:00 am	Webinar 8	Online
22 October 2026	9:30-11:00 am	Webinar 9	Online
12 November 2026	Half Day	Adaptive Challenge Presentations and Graduation	Face-to-face

Venue for face-to-face sessions: Christie Spaces, 320 Adelaide St, Brisbane

## 2026 Management Development Program Schedule - Townsville

Date	Time	Module	Format
3 & 4 August 2026	All day	Orientation & Management Essentials	Face-to-face
18 August 2026	9:30-11:00 am	Webinar 1	Online
25 August 2026	9:30-11:00 am	Webinar 2	Online
8 September 2026	9:30-11:00 am	Webinar 3	Online
22 September 2026	All Day	Systems Thinking workshop	Face-to-face
7 October 2026	All Day	Webinar 4	Face-to-face
20 October 2026	9:30-11:00 am	Webinar 5	Online
29 October 2026	9:30-11:00 am	Webinar 6	Online
10 November 2026	9:30-11:00 am	Webinar 7	Face-to-face
19 November 2026	9:30-11:00 am	Webinar 8	Online
26 November 2026	9:30-11:00 am	Webinar 9	Online
10 December 2026	Half Day	Adaptive Challenge Presentations and Graduation	Face-to-face

Venue for face-to-face sessions: Mercure Townsville, 166-194 Woolcock Street Service Rd, Currajong QLD 4812



## Executive Challenge Academy Management Development Program Enrolment Form

**Program enrolment (please tick which one applies):**

- Management Development Program 2026 and RPL Graduate Diploma of Strategic Leadership - Brisbane commencing 15 April 2026
- Management Development Program 2026 and RPL Graduate Diploma of Strategic Leadership - Townsville commencing 3 August 2026

**Participant details:**

Name:	Email:
Position:	Phone:
Organisation:	Mobile:
<b>Supervisor's details</b>	
Name:	Email:
Position:	Phone:

**Contact Person details (if different to above):**

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

**Course fee:**    \$7700.00 (including GST)    (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](mailto: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

For further information contact:

Neil Archer

E: [info@allianceforleadershiplearning.com.au](mailto:info@allianceforleadershiplearning.com.au)

*See our website for enrolment dates and programme timetables*