



Boosting First Nations Employment Initiative: Talent and Development Programs

EXECUTIVE LEVEL 2 (EL2)

Bulabul: EL2 Talent Development Program

- Deepening your awareness of your identity, leadership style and strengths that enable you to contribute to the APS.
- Understanding the requirements of senior leadership roles and building a plan to succeed in these in the future.
- Developing a confident and authoritative leadership style.
- Harnessing your strengths and leveraging networks to influence transformational change.
- Understanding innovative policy and delivery approaches to apply in future senior roles.

Coming together (Bulabul)

The program starts with a 2-day gathering focused on walking strong in two worlds: a strengths-based approach to First Nations leadership in the APS.

- **Cultural Immersion:** culturally safe, cohort-based learning.
- **Workshops focused on leading strong in two worlds:** impactful leadership through policy, co-design, Indigenous leadership and governance, healing and trauma, and economic empowerment.
- **Yarning Circles with senior First Nations leaders internal and external to the APS.**
- **Connection with coaches throughout the talent assessment process.**
- **Networking events** with fellow participants, the Indigenous SES Network, and participants from across programs under the Boosting First Nations Employment initiative.

Developing confident, self-aware leadership

An in-depth assessment and development planning program that will include past experience, present capability and future potential, including progression to the SES.

- **12-15 hours of commitment** to increase self-awareness and strengths-based First Nations leadership.
- **Leveraging UNSW's Aboriginal and Torres Strait Islander Faculty expertise and the Walking in Two Worlds Framework.**
- **Accessible assessments conducted online, at a pace that suits participants.**
- **Career interview.**
- **Bespoke 360 degree feedback.**
- **Triangular conversations** focused on elevating and empowering, leading system transformation, leveraging ways of communications and doing business.
- **Feedback report** which empowers leaders to take the next step in their leadership journey.
- **Create an individual development plan** which enables First Nations leadership, cognisant of the whole person and their leadership contribution.
- **Connections sessions,** tailored to emergin program themes, connecting participants and senioprs leaders (APS/external) to unpack, discuss and reflect.

SENIOR EXECUTIVE SERVICE (SES)

Senior Executive Coaching on commencement with the APS Senior Executive Service

Upon commencement leaders will receive a culturally safe coaching service. This program is a critical part of supporting candidates promoted through the SES100 recruitment rounds.

Yawarra: Development Planning Program

- Understanding the requirements of SES roles in the APS and building a plan to succeed in the SES.
- Developing confident and authoritative leadership essential for senior roles.
- Harnessing strengths and mobilising networks to influence transformational change.
- Understanding innovative policy and delivery approaches to apply in current senior roles.

Starting in the SES

- **Rapport building** session with coach of choice.
- **Access to a Cultural Liaison Officer,** who offers personalised cultural guidance and support to all participants and coaches.
- **4 x Coaching Sessions** delivered over a 6-month period.
- **Creation of a 90 day development plan** informed by over 10 years of Talent and Development work in the APS.

Progressing through the SES

After 6 months in your role you can join the Yawarra program. The program offers an in-depth and robust assessment process, designed to increase your awareness of the strengths and unique leadership attributes you bring to the APS, clarify your career goals, and offer a tailored development plan, supported by your agency/department.

- **12-15 hours of commitment.**
- **A robust assessment process** including bespoke 360 degree feedback and triangular conversation together with your supervisor and coach.
- **Feedback report that aims to empower you to take the next step in your leadership journey.**
- **Individual development plan to prioritise actions to support your APS career.**
- **Ongoing coaching to support implementation of your plan.**
- **Tailored networking sessions,** connecting participants with Deputy Secretaries Talent Council, the Indigenous SES Network and participants from across programs under the Boosting First Nations Employment initiative.