

FACT SHEET

Purpose

Developing Self-Aware Leaders

Accelerating our warfighting advantage and assuring our future success requires development of self-aware leaders and high functioning teams. Through coaching and mentoring at all levels across Navy, we will instil clarity of purpose, social mastery, optimal team cohesion and resilience to maintain a competitive edge.

Benefits

- Improved Organisation Culture and Effectiveness Inventory results: *Role Clarity, Motivation, Satisfaction, Empowerment, Feedback, Communication*
- Improved Organisational Climate Survey results: *Job Engagement, Wellbeing, Morale*

More Information

- The **Navy Leader Development Program** is an initiative through the Directorate of Navy Culture. Through a range of workshops, we have been upskilling and empowering our people to proactively shape culture in their teams.
- **Social Mastery** is the foundational element of effective leadership, team performance and constructive culture. Through the development of Social Mastery, leaders recognise their behaviour has a direct impact on others and organisational outcomes. Social Mastery emphasises the application of self and social awareness, self-management, and relationship management to improve how leaders deliver results with and through their people.
- **Navy Coaching** encompasses a multitude of programs and workshops including the well-established and highly regarded Navy Leadership Coaching Program (NLCP), and the Navy Coaching Academy (NCA). In addition to providing one-on-one professional development opportunities for leaders who are seeking to be more focused, effective, and efficient, we also offer an internally accredited organisational coaching program and contemporary development opportunities that assist leaders in reaching their individual potential and achieving team goals.

Frequently Asked Questions

How can I develop my leadership effectiveness?

- Programs embedded into ITLM courses provide opportunities for leaders to develop their self-awareness. These programs are:

Status: Implemented - BAU

Lead: Deputy Chief of Navy

TARGETING

Navy leaders of all levels

WHEN

Launched April 2022

YOU GET

Improved self-awareness skills to reach your potential

A workplace where your contribution is valued, and you have a voice

Empowerment as part of a High Functioning and Effective Team



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- Self-Awareness (AB-LS, MIDN-SBLT); Intent and Impact (PO and LEUT); Making a Difference (CPO and LCDR), Active Leadership (WO and CMDR). Additionally, a one-day Coaching Skills workshop is available to give leaders and teams practical coaching skills to elicit the best from their teams. DNC continues to work with TA-ITLM to incorporate key NLDP content into the Initial Training and Leadership and Management Development continuum.
- The Navy Strategic Leadership Program (NSLP), Navy Leaders Forum (NLF) and Navy Emerging Leaders Forum (NELF) are conducted at various locations throughout the year and provide opportunities for leaders to develop their self-awareness and learn from their peers
- Program Horizon, an online learning platform that contains video content and articles and is designed to also help leaders in the development of their self-awareness.
- Develop your workplace coaching skills with the Navy Coaching Academy: self-paced A Coaching Approach modules, and information about facilitated A Coaching Approach and Coaching Skills workshops, and the Foundations Of Organisational Coaching program are available in ADELE (www.adele.edu.au) – just search 'Navy Coaching Academy' to find development opportunities that are right for you.

What are the NELF and NLF and how do I get involved?

- The NELF series aims to empower Navy supervisors to enhance their understanding of challenges they may face as a leader. LEUT, SBLT, PO and LS ranks are encouraged to nominate to participate in a day of open dialogue, group discussions and reflections on various topics including authentic leadership, people management, self-awareness and culture. Emerging Leaders will have the opportunity to engage with peers, key public figures and senior Navy leadership representatives.
- Similar to the NELF, the NLF is a one-day leadership forum being introduced from mid-2024, that aims to inspire leaders at CMDR, LCDR, WO and CPO ranks and provide networking and learning opportunities to develop their capabilities and competence as Navy's leaders of leaders.
- For more information or to nominate for an upcoming NELF or NLF, visit the DNC website.

What is the NSLP and how do I get involved?

- NSLP is a 3-day leadership program for Navy Captains. The program includes a range of activities, interactive scenarios and peer coaching to develop self-awareness at the strategic leader level. To nominate for an upcoming NSLP, visit the DNC website.

What is 360-degree reporting and who in Navy is eligible?

- Since 2010, Navy has been using the Human Synergistic Life Styles Inventory™ (LSI) as a 360 degree reporting tool. The LSI uses both self-assessment and feedback from colleagues (peers, subordinates and managers) to identify individual thinking and behavioural styles. By providing insights into strengths and areas for development, the LSI empowers Navy people to improve their leadership and personal effectiveness and satisfaction. To find out more, email: navy.leadershipcoaching@defence.gov.au



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