

STAY ONBOARD

PEOPLE FIRST

Setting the foundation for sustained growth



FACT SHEET

Leadership and Culture

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 Next-Generation Navy (NGN). Through a range of workshops, we have been upskilling and empowering our people to proactively shape culture in their teams. There is an additional, one-day Coaching Skills workshop available to give leaders and teams practical coaching skills to elicit the best from 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.

Frequently Asked Questions

How can I develop my leadership effectiveness?

- In 2021, as part of a phased approach to transitioning leader development to Navy's Leadership and Management Development continuum (TA-ITLM led), NLDP participation shifted to a voluntary offering, with a limited release of workshops for rank groups:

Status: Ongoing

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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Frequently Asked Questions cont.

Self-Awareness (AB-LS, MIDN-SBLT); Intent and Impact (PO and LEUT); Making a Difference (CPO and LCDR), Active Leadership (WO and CMDR) and the Navy Strategic Leadership Program (CAPT). Additionally, a one-day Coaching Skills workshop is available to give leaders and teams practical coaching skills to elicit the best from their teams.

- During Jul to Sep 2022, DNC will work with TA-ITLM to incorporate key NLDP content into the Initial Training and Leadership and Management Development continuum. The Coaching Skills Workshop, Navy Strategic Leadership Program and Navy Emerging Leaders Forum (NELF) will continue into 2023.

What is the NELF 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. For more information or to nominate for an upcoming NELF visit 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: dnc.corro@defence.gov.au



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