

What Makes Organisations Tick?

Managing Social and Political Dynamics for Enhanced Organisational Performance

A personal development opportunity presented by the MAV Knowledge Centre

WHEN: Thursday 25 and Friday 26 February 2010

TIMES: Thursday from 10am - 5pm, Friday from 9am - 3pm

WHERE: MAV Knowledge Centre, Level 11, 60 Collins Street, Melbourne

COST: \$595 incl. GST or 108 pre-paid credit points

PROGRAM:

Local government organisations are complex and optimising their performance requires a sophisticated set of skills to effectively manage the emotional and social processes that impact on group and organisational performance. In this highly experiential, two-day workshop, you will work with your fellow participants on a project that has the potential to provide tangible benefits to the sector and your organisation and community. You will personally gain insight into what makes organisations and groups tick. We will examine the cultural and systemic factors that either support or have the potential to derail your organisation's ability to deliver on its strategic objectives.

Through a series of interactive sessions participants will learn how these factors can, in subtle but potent ways, impact on organisational performance including:

- The powerful impact of emotions on decision making and performance
- Ways structures and systems influence behaviour
- The importance of the leader/follower relationships
- The dynamics of power and influence
- The influence of emotions on group performance and how to effectively work with strong, negative emotions to effect sustainable organisational change.

Participants will be encouraged to identify and commit to applying these insights to effect real improvements in the functioning of their organisation or work unit.

FACILITATORS:

Anne Hartican (Bespoke Results) and **Janet Fitzell** (FourLeaf Consulting) are specialist consultants with expertise in leadership and the human dimensions of organisational functioning and effectiveness. They have consulted to a range of public sector organisations and trained and coached senior managers to deal effectively with the complexities of managing people.

WHO SHOULD ATTEND

Councillors and local government managers who have responsibility for the performance of an organisation or work unit and who have an interest in the human side of work will benefit from participation in this workshop.

STRICTLY LIMITED TO 20 PLACES

Register to attend this session at www.mav.asn.au/knowledgecentre

For any enquiries please contact John Hennessy, 9667 5525, jhennessy@mav.asn.au