

Leadership Development Opportunities for 2025

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DOBCEL Facilitated Programs

Country Diocesan Leadership Program – DOBCEL facilitated

Country Diocesan Leadership Program

The Country Dioceses Leadership Program (CDLP) enables middle leaders from across three country Dioceses (Ballarat, Sandhurst & Wagga) to engage in a residential 7-day professional development program with a significant focus on the skills, knowledge and capabilities for effective middle leadership within a Catholic context. The program provides opportunities for participants to identify their effective leadership practice and apply this within their own school context through a spaced learning model, and a coaching program.

Cost	Target audience/alignment to Leadership framework	Program Duration	Notes
\$700	Middle leaders	7 days over 9 months	<p>Please note applications for the 2025 program have closed.</p> <p>Applications for the 2026 program will open late term 3/early term 4 in 2025 and will be advertised in the CEB weekly newsletter. Further information can be sourced here.</p> <p>Any questions please contact Lee Schlooz or Tim O'Farrell</p>

Crucial Conversations – Accredited DOBCEL facilitators

Crucial Conversations

Crucial Conversations teaches a model for effective communication, that can be applied to any situation, but particularly difficult or high-stakes situations. It focuses on fostering dialogue, managing emotions, and achieving mutual understanding. The model helps to navigate high-stakes discussions with openness, respect, and skill, enhancing relationships and driving positive outcomes.

This program is designed for anyone who would like to develop skills in providing effective feedback and fostering open dialogue.

The skills can be transferred across a range of situations including providing feedback and fostering open dialogue with colleagues, parents/carers and the community.

Cost	Target audience/alignment to Leadership framework	Program Duration	Notes
\$500	This program is targeted at current people leaders in both schools and CEB offices, however it is suitable for staff of all levels to attend.	2 consecutive days	Please see 2025 programs dates on the PL calendar. To view further details please click here Any questions please contact Fiona Murphy

Crucial Conversations refresher– DOBCEL facilitated

Crucial Conversations refresher

This session is designed to reinforce and sharpen the skills learned in the 2-day Crucial Conversations program, ensuring you can handle high-stakes conversations effectively. You'll get the opportunity to review key concepts, share and reflect with your peers on how you may have used the skills in your workplace and deepen your knowledge and understanding on the model.

Cost	Target audience/alignment to Leadership framework	Program Duration	Notes
Nil – online session	This session is designed as a refresher for people who have attended the 2-day Crucial Conversations program.	1 hours online	Please see 2025 programs dates on the PL calendar. *You must have attended the 2 days crucial conversations course to register for this session. Any questions please contact Fiona Murphy

Culture Amp for CEB staff DOBCEL facilitated

How to – Culture Amp

This session will provide you with an overview of how to use Culture Amp and utilise all the features to assist in managing your team successfully and run efficient self-reflections.			
Cost	Target audience/alignment to Leadership framework	Program Duration	Notes
Nil – online session	CEB staff only Any CEB people leader or person responsible for another staff member via Culture Amp	1 hours online	Please see 2025 programs dates on the PL calendar. Any questions please contact Emma Baldwin

Deputy/Assistant Principal and Senior Leader Network – DOBCEL facilitated

Deputy and Assistant Principal and Senior Leader Network The Network Meetings are intended as personal development for Deputy and Assistant Principals or Senior Leader in smaller schools. The network is intended to provide a structure that supports a system of leaders who are connected as a professional group and have access to the network for individual support and learning opportunities.			
Cost	Target audience/alignment to Leadership framework	Program Duration	Notes
Variable (online webinars free) two-day retreat at cost	Deputy and Assistant Principals Members of school leadership teams	Term 1 – 1 hour webinar - online Term 2 1 hour webinar – online Term 3- 2 consecutive days (F2F) Term 4 – 1 hour webinar - online	Please see 2025 programs dates on the PL calendar. Any questions please contact Fiona Murphy

Early Career Teacher Program – DOBCEL facilitated

Early Career Teacher Program			
Cost	Target audience/alignment to Leadership framework	Program Duration	Notes

Variable costs dependent on session – see PL calendar	Early career teachers in their first three years of teaching.	1st year Term 1 – 1 day Term 2 – 1 day Term 3 – 2 day retreat Term 4 – 30 min check in 2nd/3rd year Term 1 – 1 day Term 2 – 1 hour webinar Term 3 – 2 day retreat Term 4 – 30 min check in	Please see 2025 programs dates on the PL calendar. Any questions please contact Fiona Murphy
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Having a successful ARMs meeting/coaching for success – DOBCEL facilitated

Having a successful ARMs meeting/coaching for success

This session will provide you with an overview of how to run a successful ARM. It'll cover how to prepare for meetings, how to communicate effectively, how to set goals and development plans and coaching techniques to get the best outcomes.

Cost	Target audience/alignment to Leadership framework	Program Duration	Notes
Nil – online session	Any people leader or person responsible for leading annual review meetings.	2 hours online	Please see 2025 programs dates on the PL calendar. Any questions please contact Fiona Murphy

Know your Agreement – DOBCEL facilitated

Know your Agreement

This session is designed to provide leaders with a better understanding of specific clauses the Catholic Education Multi-Enterprise Agreement 2022

This session will cover:

- Parental Leave
- Time-in-lieu

Cost	Target audience/alignment to Leadership framework	Program Duration	Notes
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Nil – online session	<p>This session is designed for principals, team leaders and administrators who are involved in the application of parental leave and TIL.</p> <p>At the end of the session there will be time for general CEMEA 2022 questions.</p>	2 hours online	<p>Please see 2025 programs dates on the PL calendar.</p> <p>Any questions please contact Tina Phillips</p>
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Managing employee performance – DOBCEL facilitated

Managing employee performance This session will provide you with an overview of how to successfully navigate and manage the employee performance process.			
Cost	Target audience/alignment to Leadership framework	Program Duration	Notes
Nil – online session	Staff responsible for teams.	1.5 hours online	<p>Please see 2025 programs dates on the PL calendar.</p> <p>Any questions please contact Tina Phillips</p>

Recruitment best practice – DOBCEL facilitated

Recruitment best practice This session will cover the recruitment process from advertising through to appointment. It educates on interview skills, candidate experience, legal compliance and compliance with the VCEA Guideline for Employment of Staff in a Catholic School, and ensuring a structured, equitable, and successful recruitment process.			
Cost	Target audience/alignment to Leadership framework	Program Duration	Notes
Nil – online session	Staff responsible for recruitment	2 hours online	<p>Please see 2025 programs dates on the PL calendar.</p> <p>Any questions please contact Sarah Hanley</p>

External Programs

Collaboration – BTS Spark

Collaboration – BTS Spark

The focus of this program is to deeply understand what collaboration means and how to bring the best version of yourself to collaborate.

It focuses on shifting mindsets from –

- I am most effective when working by myself, to, I am most effective when collaborating with others, and;
- I work best with people who think and work like me, to, we create the best results by having diverse backgrounds, opinions and ideas on the team, and;
- Teams either work or they don't, to, effective teams require constant attention and evolve and grow over time.

The ability to collaborate is a key part to the theory of change and ensuring our system is equipped and ready for the DOBCEL 2035 strategy.

Cost	Target audience/alignment to Leadership framework	Program Duration	Notes
\$275 This is based on a minimum number of 15 participants	Current people leaders – eg: Principals, Deputy or Assistant Principals, members of school leadership teams Aspiring leaders CEB staff	½ day (or a full day if paired with the feedback workshop)	Please see 2025 programs dates on the PL calendar. To view further detail please click here Any questions please contact Fiona Murphy

Expressions of interest - Pathways to Principalship - The Brown Collective

Expressions of interest - Pathways to Principalship - The Brown Collective

[Expressions of interest](#) are currently being taken for a 2025 cohort of Pathways to School Leadership. This program aims to support the ongoing development of school leadership.

Providing opportunity for deep reflection of your own practices and the opportunity to complete a 360-report, you will be provided with executive coaching to develop your leadership skills around leading yourself, leading teams and leading change. The program will develop key strategic intentions such as deeper collaboration and innovation as well as providing opportunity to collaborate with others on rich pedagogical practices for deeper learning and wellbeing.

Cost	Target audience/alignment to Leadership framework	Program Duration	Notes
\$3500 plus travel and expenses (face to face sessions will be located in Ballarat)	Deputy Principals Aspiring Principals Members of school leadership team	The program format for 2025 will run slightly differently to previous offerings in that the duration will be different. The program will run over approx. 8 months and is a commitment of approx 5 days (min 3.5 days out of classroom at face-to-face sessions), plus project/group work preparation time.	<p>To register your interest or for questions please contact Fiona Murphy with any questions.</p> <p>**Please note, at this stage we are collecting expressions of interest to determine if we are able to fill a cohort for the second half of 2025. Until approx numbers are known we are unable to provide accurate details on dates for face-to-face sessions. There must be a minimum of 15 participants for the program to run in 2025.</p> <p>To view further details on program outline please click here</p>

Experienced Principal Program – 6 R Leadership Program – the Brown Collective

Experienced Principal Program – 6 R Leadership Program – the Brown Collective

The Brown Collective has developed the 6 R Leadership Program in response to a range of needs expressed by current school principals through various forms of consultation and engagement.

Based on the principles of 6 R's - Reflection, renewal, relatedness, refinement, refresh and reachout, the program provides experienced principals with the opportunity for exploration into each of these elements. This program supports the development of key strategic intentions in line with the DOBCEL 2035 strategic pillars including deeper collaboration, sustainable stewardship and the opportunity to focus on personal wellbeing and mindset.

Cost	Target audience/alignment to Leadership framework	Program Duration	Notes
\$5850 (excluding optional study tour)	Principals with a minimum 3 years of principalship	7 days plus individual preparation work (please note varied interstate location of face-to-face program days)	To register your interest, please contact Fiona Murphy . Registrations close early 2025. To view further details on program outline and dates please click here

Feedback – BTS Spark

Feedback

Feedback plays a crucial role in the development of collaboration skills.

The focus of this program is shifting mindsets from –

- a feedback culture is created by giving feedback, to, a feedback culture is created by asking for feedback, and;
- Constructive feedback is necessary but creates distance, to, understanding that feedback can create connections and strengthen relationships, and;
- I give feedback as part of the performance process, to, I give feedback because every person wants and needs it.

Effectively listening to and taking on feedback can often lead to new avenues for collaboration. For instance, resolving a specific issue highlighted in feedback could lead to a partnership with an expert in that area, thus enhancing the overall solution. This approach not only solves the immediate problem but also fosters long-term relationships with both customers and collaborators.

Cost	Target audience/alignment to Leadership framework	Program Duration	Notes
\$275 (tbc)	Current people leaders – eg: Early Career Principals, Deputy or Assistant Principals, members of school leadership teams Aspiring leaders CEB staff	½ day (or a full day if paired with the collaboration workshop)	Please see 2025 programs dates on the PL calendar. To view further detail please click here Any questions please contact Fiona Murphy

Leading from the Middle –Keynote presentation by Andy Hargreaves

Leading from the Middle			
Cost	Target audience/alignment to Leadership framework	Program Duration	Notes
Nil – online or in person (venue TBC)	Open to any DOBCEL employee interested in exploring leadership strategies and fostering collaborative cultures.	7 February 2025 (1.5 hours)	Registrations for 2025 are now closed Please contact Fiona Murphy for a copy of the recording of this key-note presentation.

Leading with Integrity for Excellence – The Brown Collective

Leading with Integrity for Excellence – The Brown Collective			
<p>Leading with Integrity for Excellence – Governance for Catholic Schools seeks to enhance your executive leadership and further develop your strategic and operational capability to ensure and assure high-quality Catholic schooling delivery and positive outcomes for all stakeholders. It is underpinned by our guiding principles and designed around modules based on six elements which are core issues for school leadership. Each of these modules is interrelated to your work, the schooling context, and Catholic identity.</p> <p>This program supports the development of key strategic intentions in line with the DOBCEL 2035 strategic pillars – including Catholic Identity, deep collaboration, engagement and belonging, sustainable stewardship. This program also includes the opportunity for significant self-development, and self-awareness exploration.</p>			
Cost	Target audience/alignment to Leadership framework	Program Duration	Notes
\$4550 plus travel and expenses	Members of school leadership teams, Principals System leaders	6 days total from March – May 2025 plus individual preparation work (please note location of face-to-face days is Queensland)	To register your interest, please contact Fiona Murphy . Registrations close early 2025. To view further details on program outline and dates please click here

Personal Leadership – BTS Spark

Personal Leadership – BTS Spark

Understanding your leadership style is essential for any leader. Regardless of how long you may have been in a leadership role, this program enables the leader to -

- Reflect on their personal leadership and learn practical strategies to widen their ‘leadership toolkit’.
- Get clearer on your natural leadership strengths
- Identify a key leadership shift that feels important in your current context
- Gain a deeper level of self-awareness
- Learn how to manage your state so you can increase your personal effectiveness
- Learn some practical strategies to build rapport and influence others
- Uncover the core values that motivate you to do your best work

As part of the session participants identify a key leadership shift required for you in your current context.

Cost	Target audience/alignment to Leadership framework	Program Duration	Notes
\$450 This is based on a minimum number of 15 participants	Current people leaders – eg: Early Career Principals, Deputy or Assistant Principals, members of school leadership teams Aspiring leaders CEB staff	1 day	Please see 2025 programs dates on the PL calendar. To view further detail please click here Any questions please contact Fiona Murphy

12-month Program – Leading from the Middle

Leading from the Middle – 12-month Program This program is designed to develop aspirant leaders and foster collaborative cultures through: <ul style="list-style-type: none"> • Action research projects tailored to school-specific challenges. • Mentorship by Pasi Sahlberg and Dave Runge. • A combination of in-person and virtual workshops. 			
Cost	Target audience/alignment to Leadership framework	Program Duration	Notes
All program costs are covered by DOBCEL (any travel/accommodation-related expenses and backfill costs are to be covered by individual schools)	This program is designed to develop aspirant leaders and foster collaborative cultures through: <ul style="list-style-type: none"> • Action research projects tailored to school-specific challenges. • Mentorship by Pasi Sahlberg and Dave Runge. • A combination of in-person and virtual workshops. • This program will be co-designed and developed with the participants. • It will include conversations with global thought leaders (such as Michael Fullan and Alma Harris). • Where possible, Pasi and Dave may schedule school visits to support the action research initiatives. 	12 months (February 2025 – February 2026) Session Schedule: Term 1 in-person session: 7 February 2025, 10 a.m. – 3 p.m. One additional virtual session per term (2 hours). Term 2, 3 and 4 will include one in-person session and one virtual session (dates TBC)	Registrations for 2025 are now closed.