



LEADERSHIP DEVELOPMENT

Strategic leadership programs for Transport for NSW

The Client

Transport for NSW, which has one of the largest capital works programs in Australia and one of the largest balance sheets in the country

The Challenge

To design and deliver two longitudinal strategic leadership development programs suitable for the highest potential senior executives in the organisation.

The Solution

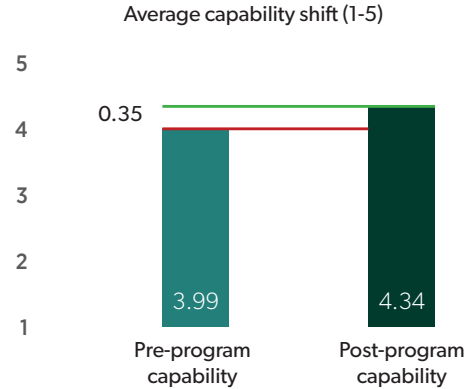
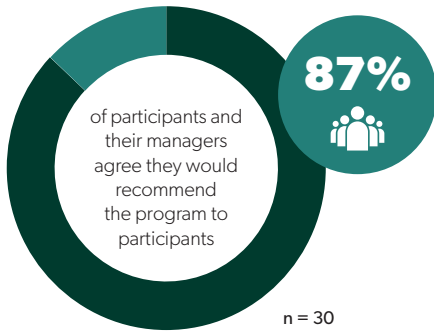
We designed two longitudinal leadership development programs:

- **Leading Business Success:** a core leadership development program for functional leaders across the Transport cluster.
- **Accelerate:** targeted at high potential and high performing leaders

The delivery of these programs is ongoing and is targeted at senior leaders from across the entire NSW Transport cluster, with the learning experience built around Transport's context through case studies and simulated activities.

The Impact

When these programs were evaluated, the client reported a **significant impact and positive return on investment.**



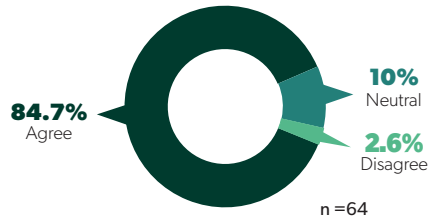
Application of program learnings

I feel confident to apply what I have learned when I return to the workplace:



Enabled role effectiveness

The workshop has assisted in building my awareness of my development needs and equipped me with the knowledge and skills I need to perform my current role more effectively:



42% of the participants that responded to the follow-up survey had **engaged in a promotion/higher duties** during or since the program.

Of these, **88%** believed this was **attributable to the program**, citing reasons such as exposure to senior leaders, improved leadership capability and a more strategic understanding of the cluster.