2007 Community Leadership Program.

Theme: As I am so is my country/organisation.

INFORMATION FLYER.

LEADERSHIP PAPUA NEW GUINEA Inc.

2007 Community Leadership Program will seek to focus on:

A.Development Challenges and opportunities facing PNG – economic, political and the social landscape.
B.Development of leadership capacity to effectively lead and manage issues and challenges in Organisations.

A Unique leadership Opportunity:

The Leadership PNG community leadership program will take place over a 3 month period commencing in August 2007. This is an intensive professional development experience that will bring together 16 men and women in their early to mid careers who are on the path to senior leadership roles.

While the interests, personal skills and knowledge of participants will vary, they will all share a common identity as emerging leaders within Papua New Guinea. Participants will be chosen on a merit-based selection from the ranks of business, industry, government, academics, trade unions, universities, non-government organizations and the community sector.

Our emerging leaders must have clear vision and strong skills to address the challenges of globalization and interdependence in the 21st century. At the same time they will need to preserve the values that bind people and communities.

The Community Leadership Program is targeted at future decision makers that will contribute to sustainable leadership and governance in Papua New Guinea. The program is developed to promote national understanding and co-operation through an improved network of key relationships across sectors, and diverse PNG cultures.

Community Leadership Program objectives:

- Develop participants' leadership skills and broaden their horizons
- Expose participants to the diverse cultures and increase their awareness of emerging challenges facing Papua New Guinea.
- Enhance communication, collaborative problem solving and decision-making amongst future leaders.
- Build enduring relationships across communities, sectors and nations by creating an active and influential alumni network.
- Promote a culture of leadership in Papua New Guinea that is aligned with democratic values and good governance.

Program Overview

The program will focus on a number of areas of strategic importance –

- Economic growth and industry
- Rural development
- Infrastructure
- Good governance and ethics
- Law and order and security – Stability, empowerment and strengthening communities
- Environment
- Education and health.

Topic for Plenary Sessions and key Note and Guest Speakers

- Leadership and Ethics in PNG
- Leadership and Management Realities and Challenges in PNG
- Practicing PNG Leaders and popular PNG leadership culture
- Leadership in PNG in a Globalised economy
- Corporate (Private and Public) Leadership and Governance in PNG
- Leadership Challenges at the Grassroots (Rural PNG) Level
- Women and Leadership Challenges in PNG.

There are a number of components to the LPNG Community Leadership Program:

Speakers and Presenters – Workshops will be organised to define basic underlying principles and roles of leadership and the core competencies that leaders require; plenary sessions will highlight prevailing leadership challenges in all sectors with insights into the future of PNG They will hear from an interesting group of speakers and presenters, ranging from frontline workers to senior decision makers, politicians and bureaucrats. Participants will begin their inquiry into the values and purpose of leadership personally, within PNG, in the Pacific and globally in the 21st century.

Study tours (Community and site visits) – The core of the program involves two study tours to selected destinations within the four regions of Papua New Guinea – Highlands, Islands, Momase and Southern. The study tour groups will visit different communities and workplaces looking at local industrial and commercial situations. The emphasis on teamwork and personal interaction, as participants negotiate, communicate and learn in an intense and challenging new environment.

Report back & Personal Reflection (360Degree pre workshop Profile) – Each study tour group will present a report to the closing plenary session in Port Moresby. Based on the study tour observations, the reports will provide a focus for discussion, exchange and reflection. Participants will have their reports critiqued by experts. They will learn to challenge and be challenged.

Personal Leadership Coaching through Mentoring placement – Mentors will be identified for each of the participants. The mentorship and work assignments will be designed to get participants focus on a particular leadership challenge in their respective organisations and work out way forward with assistance and guidance from their individual mentors.

Personal reflection (360-Degree Post workshop Profile) and Graduation – participants will review their profile results. Participants to present Leadership Assignment Reports with Mentors. End of Programme Seminar. 2007 LPNG Participants Certificate Awards & Dinner.

(The Leadership PNG Community Leadership Program component has been inspired by the 2006 Emerging Pacific Leaders Dialogue, Leadership Fiji, Leadership Victoria program models).

Leadership FIJI

Leadership Victoria

EPLD 2006 EMERGING PACIFIC LEADERS' DIALOGUE 28 JUNE – 12 JULY 2006

Some Useful Background Material to help explain to your 'boss'

1. Unique Qualities of the Leadership PNG Community Leadership Program

We believe that the Leadership Papua New Guinea is unique – offers access to such a diverse range of leadership speakers drawn from strategic policy and community levels with a focus on the decade ahead.

Whilst there are no examinations there are high participation requirements and extensive briefing kits issued for each event requiring members to prepare beforehand. Over two-thirds of the scheduled time is used for questioning of speakers and discussion amongst members.

LPNG deliberately has designed a Leadership Program schedule that enables members to continue their professional and personal responsibilities (ie part-time contacts over 5 months). This structure enables senior managers to participate via a demanding, yet realistic rate of effort and allows reading, reflection and active networking to occur over a sustained period hence strengthening the relationships established, without neglecting family commitment.

There is an expectation and commitment from participants that once they have completed their Community Leadership Program year they will increase their civic involvement of 'professional plough-back' for the good of the community, either individually or collectively. It is not a *one year* experience, rather moving into an ongoing broad based network after a visioning experience to work for the common good.

All Leadership PNG events operate under *Chatham House* rules ie. nothing is attributable outside the room.

Members' partners are encouraged to participate in the evening strand of the Program and some of the weekend activities.

2. Benefits From the Leadership PNG Program

(i) Profile of Participants

Broadly speaking, participants can be considered to fall into four broad categories

- community (welfare and arts)
- public sector
- business and
- activist.

Each participant brings to the program strengths, prejudices and ways of looking at the world coloured and shaped by their environment and their past experiences. Broadly speaking each group needs to:

- identify and break down the stereotypic views they hold of people and issues
- have their values challenged
- build trust, rapport and networks with people from different work-worlds
- re-evaluate where they are and where they are going

(ii) General Benefits to the Community

- provides a unique training opportunity for the next generation of senior managers. In particular its external community focus allows senior managers in training to examine the underlying causes and forces that shape society and impact upon the environment in which they will eventually operate.
- unique structure, calibre and range of participants and offerings
- 10 year horizon and "big picture" focus
- explores values, assumptions and prejudices
- not leadership training in the formal/narrow skills sense
- community orientation
- provides a vehicle for current leaders to impart their insights to the next generation of leaders and to plough something back to society
- ongoing active network of graduates

(iii) Benefits to Community

The community benefits from the Program through:

- an increased number of more rounded future leaders who have a greater understanding of the complexity of issues facing society
- more effective use of existing resources
- the building of a cadre of influential people with reinforced commitment to work for the common good
- influential individuals who are more aware of society's major problems and what might be done about them.

(iv) Benefits to Organizations

Companies/associations benefit from the program through:

- better rounded, more effective employees and more aware potential senior managers
- a unique forum in which to increase their profile and heighten awareness of their organisation and its needs amongst a wide cross-section of current and future influential members of the community (i.e. low-cost PR)
- low-cost, high calibre training for potential senior managers
- high calibre, broad network for senior managers destined for strategic/ external focus appointments.

(v) Benefits to Individuals

- Achieving trust and rapport with people from different work-worlds leading to ongoing professional and personal networks
- A greater awareness of the complexity of issues
- An increased sensitivity to the conflicting demands placed on leaders and insight into how leaders tackle problems
- A unique exposure to high calibre leaders from a range of environments
- A meeting of some of their personal development needs
- Provision of a range of civic involvements or professional plough-back options via alumni talent bank and/or projects
- Active sharing of materials and resources between members to complement/extend briefing kits.

3. Participant Selection Criteria

Participants are chosen by an independent selection panel made up of past and present chief executive officers and directors of personnel drawn from corporate, public and community sectors.

This year Leadership Papua New Guinea:

- Invites applications from citizens of Papua New Guinea who have 'above average' careers in their field to-date
- Seeks men and women of initiative with between 3 years of experience in their field of expertise, who are committed to a better future for all Papua New Guineans
- Builds a group of individuals, each with a demonstrated capacity for leadership
- Selects a group with a balance of profit/non-profit, public/private leaders, age, gender, location, from diverse sectors of the community
- Expects that in the next few years, participants will be in leadership positions able to have an impact on their sector and/or Papua New Guinea's future
- Requires participants to commit to attending scheduled events over a 5 month period.
- Expects graduates of the program to continue their leadership growth via increased involvement in community matters through Leadership Papua New Guinea's Community SkillsBank and to become financial members of the Leadership Papua New Guinea alumni after completion of the program.

Please note:

- Many qualified candidates will not be chosen because of size restrictions of each year's group and the need for diversity in class composition. However individuals not selected are strongly encouraged to reapply in subsequent years
- Applicants must have the full support of their employer organisation or corporation and the application must be signed by both candidate and employer
- Given the time commitment of the Leadership PNG Community Leadership Program and to be fair to the individual, their family and employer, it is unlikely that the Panel will select an applicant who is enrolled in a formal course of study
- Only in exceptional circumstances (and by prior arrangement) will more than one nomination from any one organisation be considered in one year

To complete an application for the Leadership Papua New Guinea Leadership Program:

- Please complete each section in full
- Type, or print clearly all answers. Use all the available space to tell us about you. Do not be modest!

Return the original plus 3 copies to:

Hand delivery
Leadership Papua New Guinea
Level 1, Suite 2, Monian Haus
Nita Street, (Tabari Place),
Boroko NCD.

Postal address
Leadership Papua New Guinea
P.O. Box 5473
BOROKO 111
National Capital District

Closing date for applications: 31st May 2007.

All nominations are subject to confidential evaluation.
All applications will be acknowledged at receipt and all applicants advised of the outcome. A selection of applicants will be interviewed by the Panel (in early May 2007).

Financial Contributions - Leadership Papua New Guinea's Community Leadership Program gains its financial support from all sectors - corporate, public and statutory and community. Leadership Papua New Guinea is strongly committed to the selection of participants with diverse backgrounds. It is also our policy that there should be no economic barriers for any individual or organisation to participate in the Leadership Program.

Within this philosophy it is appropriate that the successful participants and their organisations make some contribution to Leadership PNG program. These contributions do not meet the full cost of the program, nor do they influence the selection of a candidate. Present levels of these contributions are:

- Participants contribution are asked to PGK 100.00 to Leadership PNG.
- Organisations of participants are asked to contribute PGK150.00 to Leadership PNG.

Policy on Attendance and Participation

In order to maximize the benefits of involvement in the 2007 Community Leadership Program, it is important that the full cross-section of participants be available to interact with existing leaders and other members at each event.

Attendance: to graduate from the Leadership PNG Community Leadership Program, attendance at a minimum of 80% of the meetings required.