

ANZSOG

**Australia &
New Zealand
School Of
Government**



WHO WE ARE

→ The Australia and New Zealand School of Government (ANZSOG) is a unique multi-jurisdictional organisation. We were created by governments to provide education, research and advisory services that meet government needs and enhance the quality of public sector leadership and management across Australia and Aotearoa New Zealand.

We bring together academics and practitioners to create spaces for learning, reflection and sharing. We produce research that enriches debate and provides practical insights, and we support public servants to build capability and develop as leaders. We work to deliver public value in everything we do.



We acknowledge the Aboriginal and Torres Strait Islander peoples as Traditional Owners, Custodians and First Nations of Australia, and Māori as tangata whenua and Treaty of Waitangi partners in Aotearoa New Zealand.



EDUCATION



ANZSOG's Executive Leadership Programs have a 20-year history of building the skills, knowledge and capabilities of public sector leaders, so they can create public value for the communities they serve. We use our network of world-leading academics and practitioners to create a unique mix of theoretical and practical content.

EXECUTIVE LEADERSHIP PROGRAMS

- > Executive Master of Public Administration (EMPA)
- > Executive Fellows Program
- > Towards Strategic Leadership
- > Deputies Leadership Program
- > Emerging Leaders Program

For further information on ANZSOG's Executive Leadership Programs, please contact us at programs@anzsog.edu.au

"Evidence gathered from hundreds of current EMPA students and alumni, as well as government agencies themselves, highlights how the program provides emerging managers with new insights and knowledge and professional networks which greatly enhance leadership capability and practice across government."

Professor Richard Eccleston (Chair), Independent EMPA Academic Review 2022

→ EXECUTIVE LEADERSHIP PROGRAMS

New dynamic and transformative program designed exclusively for emerging public sector leaders. This unique program aims to equip middle and operational managers with the essential skills, knowledge and support needed to thrive in a leadership role.



Designed to meet the needs of ambitious and emerging public sector leaders and prepare them for higher levels of responsibility and achievement within the public sector.

Unique intensive program that helps public sector leaders develop the qualities needed to thrive in a senior executive role: a strategic outlook, political astuteness, personal resilience and the capacity to reflect and learn continuously.



Focuses on the specific needs of deputies in public sector organisations and encourages them to think more broadly about the nature of the deputy's role. It has a focus on integrity-based leadership and practical strategies for working in a difficult, politicised environment.

Challenges senior public service executives working in the increasingly complex and uncertain public sector environment to develop new innovative leadership perspectives in a contemporary and highly interactive setting.



A new program aimed at senior public executives, to build knowledge and confidence around modern and ethical digital government, digital acumen and citizen-centric and place-based design.

→ PROFESSIONAL LEARNING PROGRAMS

ANZSOG delivers a range of specialised programs that include:

The PLM series will introduce emerging leaders to contemporary leadership perspectives and challenge them to be deliberate about the leader they want to become in future.

SHORT PROFESSIONAL LEARNING PROGRAMS

Programs aimed at strengthening the skills and capabilities required of public service employees. Programs in 2024 cover regulation, data and storytelling in policy, developing policy acumen, learning to communicate, tools and strategies for new managers, authentic leadership, and the popular Working with First Nations: Delivering on the Priority Reforms.

PUBLIC LEADERSHIP MASTERCLASS (PLM) SERIES

MICRO-CREDENTIALS

Micro-credentials that address specific public sector skills demands for formal, certified training and assessment in collaboration with our university partners and scholarly networks.

New Digital Leadership Program

In late 2024, ANZSOG will launch Public Leadership in the Digital Age, a new program aimed at senior public executives, to build knowledge and confidence around modern and ethical digital government, digital acumen and citizen-centric and place-based design. The program will provide public leaders with a grounding in modern public leadership at a time of transition and transformation driven by the combined impact of digital systems, data and AI. The program is being designed and piloted in consultation with university partners and governments.

The Professional Regulator

The Professional Regulator (TPR) program is Australia's first professional development program for regulators, designed and delivered by RegNet in partnership with the National Regulators Community of Practice (NRCoP) and the Australia New Zealand School of Government (ANZSOG).

The program provides professional development for regulators, regardless of regulatory sphere or jurisdiction, which results in a common foundation of current, modern regulatory practice, with increases professionalism and capacity of regulators around Australia.

The course is a practical six module online self-paced professional learning program. Participants will also have the unique opportunity to participate in a program of six seminars that will expand on the topics and themes explored in the six online modules.

The seminars are facilitated by expert regulators and provide opportunities for participants to meet and learn with peers.

Custom Education

ANZSOG develops bespoke executive education programs for public sector agencies and departments, delivered in-house, in areas such as leadership, policy, regulation, governance and integrity. Some examples of programs we've developed for clients in 2023 include:

- > Senior Executive Service Talent Development Program - Australian Tax Office
- > Governance Masterclass Series - Department of Foreign Affairs & Trade
- > Policy Skills Workshop - QLD Department of Premier & Cabinet

If you are interested in talking to us about designing an in-house program for your team, please contact us at e.education@anzsog.edu.au

Melbourne Connect building (ANZSOG HQ)
Photography: Peter Casamento



ALUMNI COMMUNITY

ANZSOG's alumni are a community of over 4000 influential public sector leaders, with members based in about 40 countries. ANZSOG's alumni embody its values of excellence, collaboration, integrity and respect. The alumni cohort consists of graduates of ANZSOG's Executive Master of Public Administration, Executive Fellows Program, Towards Strategic Leadership, Deputies Leadership Program and International programs, making it an unparalleled resource for your professional network.

The ANZSOG Alumni Program focuses on engaging with priority alumni cohorts, such as the Alumni Advisory Council, Alumni Ambassadors, and New Graduates. In 2023, three Alumni Jurisdictional Chapters were launched across Australia, enhancing the community of practice and paving the way for broader alumni engagement and networking within and across jurisdictions.

The ANZSOG Alumni Program team takes pride in supporting and celebrating all our alumni.

For further information about ANZSOG's Alumni program, please contact us at alumni@anzsog.edu.au

#anzsogalum

INTERNATIONAL ENGAGEMENT

ANZSOG's international programs build understanding, relationships and shared learning between Australia, Aotearoa New Zealand and Indo-Pacific government partners.

Our international work spans:

- > developing executive development programs and partnerships with public services across the Indo-Pacific, delivered both in-country and in Australia
- > building institutional connections and practical collaboration, such as through curated inbound and outbound executive programs and facilitated dialogues
- > equipping Australia and Aotearoa New Zealand public service staff with the capabilities needed for effective international representation and engagement.

In 2023, ANZSOG returned to hosting delegations from governments of the Indo-Pacific region, including designing and delivering of a study mission to Australia for senior Vietnamese Government officials, and exchanging ideas with high level delegations from the Republic of Korea, Indonesia and China. ANZSOG representatives also visited Beijing to resume our long-standing relationship with the Chinese Central Party School, and have progressed discussions aimed at resuming programs with China.

ANZSOG is a member of the OECD Global Network of Schools of Government and our education and research programs engage and collaborate with leading global scholars.

For further information on ANZSOG's international programs, please contact us at international@anzsog.edu.au

NATIONAL REGULATORS COMMUNITY OF PRACTICE (NRCOP)

The ANZSOG-aided National Regulators Community of Practice (NRCoP) is an active network of public sector regulators from all three levels of government and from every regulatory sector, professional background, role and level of seniority, who are keen to learn from and with each other.

Over the past 12-months the NRCoP has continued to go from strength to strength with a dynamic program of events and resources, informed by regular feedback from the 7,000 members of the community and the 100+ corporate sponsors. The NRCoP offers:

- > networking events in every state and territory
- > a monthly national webinar program
- > a biennial conference
- > Jobs Board
- > Australian Policy Online Policy & Practice collection and newsletter
- > The Professional Regulator learning program, in partnership with the Australian National University's School of Regulation and Global Governance (RegNet).

For further information on the NRCoP please reach out to the team regulators@anzsog.edu.au





FIRST NATIONS

ANZSOG seeks to build the capability of the public sector to engage effectively with First Nations communities and organisations. We are committed to embedding First Nations perspectives and values in our programs and conferences, where we create spaces for First Nations Peoples and government agencies to share their vision and experience of how to incorporate First Nations knowledge and values into the work of government and build genuine partnerships, their stories of success, including the challenges of the journey.

In 2022 ANZSOG established a First Nations Reference Group. This cross section of public servants, and academics from different sectors and jurisdictions, provides strategic advice to the organisation on our First Nations programs and strategies.

ANZSOG's *First Peoples to All Peoples* public administration conference in Brisbane in March 2023 attracted an audience of over 800 in-person and 300 online participants and featured over 20 First Nations speakers from Australia and Aotearoa New Zealand. These biennial conferences bring together public servants, academics, and First Nations community representatives from a range of sectors and jurisdictions. The 2023 conference announced the launch of the second ANZSOG First Nations scholarship and the winner commenced the ANZSOG EMPA in February 2024.

For further information about any of ANZSOG's First Nations programs and initiatives, please contact us at frstnations@anzsog.edu.au

ADVISORY SERVICES

Public sector agencies and practitioners are facing complex and significant policy and program challenges. Supporting the public sector to be 'future-ready and capable' with the best available knowledge to deliver the best outcomes possible for citizens, ANZSOG's Advisory Services are at the leading edge of research, practice, and capability development. ANZSOG's Advisory Services deliver research, evidence and advice to public service leaders in their transdisciplinary policy missions, strategies, policy design, implementation and evaluation, connecting agencies and practitioners with policymaking and public sector innovations.

THOUGHT LEADERSHIP

ANZSOG's Thought Leadership programs are wide-ranging in both audience and format and seek to inspire and enrich public leadership. They offer opportunities for sharing, peer learning and reflection through targeted events and programs such as public masterclasses, curated conversations and forums. Collaborative workshops and curated conversations with stakeholders and counterparts across agencies and jurisdictions enable exploration of new, innovative ideas and practices while also strengthening valuable cross-agency connections.

If you are interested in talking to us about ANZSOG's Advisory Services or thought leadership programs, please contact us at e.education@anzsog.edu.au



RESEARCH

ANZSOG's Research program informs debate on key contemporary issues in public administration, policy development and management. Our distinctive approach draws on our strong networks of scholars, practitioners and member governments in Australia and Aotearoa New Zealand, favouring collaborative and comparative research that will be of practical assistance to governments and the communities they serve, and support the development of high-quality policy advice and policy-making throughout the public sector. ANZSOG-commissioned research is made publicly available through our Research Insights series.

Our Research Model brings academics and governments together to address key issues. The three Research Model programs funded in 2023 examine leadership capability planning; trust, transparency and the use of data in informing policy responses; and factors in merit-based recruitment, promotion, and retention in the public sector. If you would like more information on ANZSOG's Research program, please contact research@anzsog.edu.au



The Bridge research translation project delivers a fortnightly email to 15,000+ subscribers outlining recent research relevant to their work, as well as a new Research Brief which summarises an academic article on public management.

OUR MEMBER UNIVERSITIES

Australian National University
Charles Darwin University
Curtin University
Flinders University
Griffith University
Melbourne Business School
Monash University
University of Adelaide
University of Melbourne
University of New South Wales
University of Queensland
University of Sydney
University of Canberra
University of Tasmania
Victoria University of Wellington

OUR AFFILIATE PARTNERS

Analysis & Policy Observatory (APO)
China Executive Leadership
Academy Pudong (CELAP)
Department of Personnel and
Training, Government of India
Organisation for Economic
Co-operation and Development (OECD)
Singapore Civil Service College
Lee Kuan Yew School of Public Policy
Razak School of Government

OUR MEMBER GOVERNMENTS



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