

EMERGING LEADERS PROGRAM

WHERE ARE THEY NOW?



The aim of the Leading Teams Emerging Leaders program is to inspire individuals within organisations to develop their leadership skills in an active learning environment.

Mikalie Nakos is the Recruitment Manager at SA Water and undertook the program in 2015 having not undertaken any formal leadership training in her two years in the role.

She recently graduated and we spoke to her about how the program assisted with her leadership development.

MIKALIE'S STORY

Why did you decide to undertake the Emerging Leaders program?

It was recommended to me by someone in my business who had undertaken the course, although I had been in a leadership role for two years I had not undertaken any formal development and felt I needed to put some structure around my development and also take stock on where I was as a leader and my areas for development.

Why Leading Teams?

After it was recommended I was lucky enough to have a conversation with a previous participant who assured me it was practical learnings that he was able to apply back in his team.

What were the key learnings from the program?

Various tools that I could use to build my team culture. Also being able to articulate the type of Leader I want to be.

How did you find relating with other participants?

This was one of the most valuable parts of the program, to be able to speak to other Leaders in various stages of their careers was so beneficial. To be able talk through issues we may have been working through in our own workplaces in a safe environment was great, the different perspectives were always welcome and it's great to know others experience the same types of challenges in their own workplaces.

Would you recommend this program to others? Why?

Yes definitely, it was a great program that I enjoyed attending. I was apprehensive to begin with as I don't enjoy "fluffy" kinds of development. I was pleasantly surprised at how practical it was and how I could use the learnings in my day-to-day. The facilitation was also key to the success of the program. I found our facilitator Daniel Healy, highly knowledgeable and engaging.

What have you found out about yourself since completing the Emerging Leaders program?

I have been able to be more comfortable in my leadership role, I understand my strengths and weaknesses much better and have a bit more confidence in my leadership role.

What was unique about the Leading Teams approach?

The casual environment that encouraged a lot of sharing and also the approach of the facilitator being less of a teacher but more of an active member of the group.

How did you integrate your learnings from the program into your day-to-day roles?

I have used some of the tools to design the team environment that all the members want to have, e.g., agreed behaviours. I have also used the DiSC profiling to communicate better with those that are different to me.



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