



# Deakin Course



Deakin University offers, in association with MLQ International<sup>1</sup>, a non-award on-line course equivalent to five learning days delivered over a six week period entitled:

## Leadership and Organisational Change: Multiple-level Assessment, Coaching, and Development.

*A short course for practitioners incorporating reliable evidence-based assessments.*

The course comprises four modules delivered through the Deakin's state of the art online environment for distance education. Features include a range of learning and practice modalities including -

- Moderated **eLive** discussion sessions and case study reviews,
- Personal report assessment feedback and actual facilitation practice,
- Audio group review discussions and exploration of practice issues,
- Concise training in the Full Range Leadership Model (Bass and Avolio) and six associated multi-level assessments;
- Access to extensive reference and practice resource materials;
- Progressive assessment and delegate feedback during each module.

\* *Completion of Modules 2 and 3 enables expedited application to MLQ International to achieve accreditation status with that company to become users of its advanced rater data-collection platforms and support facilities to commercially deliver assessment reports to the clients of course delegates.*

### 1: Understanding Leadership: Developing and implementing organisation wide change.

- Introduction to leadership theories and frameworks: individual, group and organisation;
- Introduction to theories of organisational change and development;
- Organisational structures and cultures;
- Approaches to organisational change;
- Measuring organisational and leadership effectiveness and development;
- Barriers to organisational change and development;
- Evaluating change programs.

### 2: Leadership assessment of individuals and best feedback practice to establish objective evidence-based developmental goals and plans with buy-in.

- Introduction to Full Range Leadership Model theory and extensive associated empirical research literature;
- Psychometric properties and associations with desired outcomes;
- Features, research backing and benefits of the MLQ360 International and Australian assessment reports.
- Collecting and managing data and raters\*;
- Example MLQ360 and Self assessment reports reviewed\*;
- Reception of one's own MLQ360 personal report\*;
- Professionally facilitating feedback and developmental coaching;
- Multi-scale extension surveys for further contextualisation / applications;
- Navigating ethical practice issues for sound practice;
- Establishing evidence-based Leadership Development Plans.

### 3: The assessment of 'shared leadership in groups' and 'leadership culture in organisations' related to outcome performance, coaching and development.

- 'Leadership' at multiple levels – individual, group and organisational culture.
- Measurement at the group and culture levels, and relationships with performance outcomes; psychometric properties;
- MLQTeam shared leadership in groups assessment report – features, research backing and benefits\*;
- 'Leadership culture' – The Organisational Description Questionnaire (ODQ) report\*;
- Multi-scale extension surveys for further contextualisation / applications\*;

*Continued over...*

<sup>1</sup> MLQ International is a division of MLQ Pty Ltd, Melbourne.



## Course Dates – 2009

**Cycle 1: April 20th (closed)**

**Cycle 2: July 13th**

**Cycle 3: October 12th**

To pre-register your interest on-line:  
[http://www.mlq.com.au/course\\_register\\_online.asp](http://www.mlq.com.au/course_register_online.asp)

To express your interest or for further information contact:



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- Example MLQTeam and ODQ Reports\*
- Collecting and managing data and raters\*;
- Facilitating feedback at team and divisional management levels;
- Establishing follow-through development plans for change;
- Core drivers of organisational change: measurement and benchmarking.

#### 4: The practice of executive coaching: an evaluation framework and case study.

- Coaching for individual executive development;
- Presentation of a framework for monitoring sound professional practice;
- Utilisation of the framework for examining vignettes of executive coaching;
- The crucible of innovation and development: the reflective space in coaching.
- The coaching relationship and its impacts for change and development;
- An approach to the evaluation of coaching effectiveness;
- Coaching at individual, group and organisation wide levels for change;
- Using research / evidence-based assessments for measuring change.

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