

THE WOMEN LEADING CHANGE PROJECT AUSTRALASIAN COUNCIL OF WOMEN AND POLICING

This groundbreaking Project brings a new focus to leadership development for women: one that engages women in policing with women in the community on a course specifically designed to build sustainable relationships between and among the course participants. As well as focusing on relevant leadership practices and strategies, the training materials and delivery mode also provide women participants with effective, contemporary and tangible tools for working collaboratively to build resilient and mutually beneficial partnerships between police services and their local communities. The five (5), half-day sessions are delivered fortnightly over a ten-week period so that participants can form into mixed teams to identify and work on issues of mutual concern.

The Target Audience for the Training Course

From policing: police (Senior Constable rank and above) and public service officers. From the community: participants can be drawn from a range of areas including local government councils, TAFE college personnel; workers with street kids, domestic violence; neighbourhood centres; community legal centres; women's refuges; ethnic groups; neighbourhood watch; church groups.

Content

While the core course components address many personal and professional development issues of relevance to all women, specific elements focus on developing successful problem solving teams. There is an emphasis on effective group process skills, including collaborative decision-making; how to establish and use networks; how to increase the numbers of women in decision-making; and on using women's policing networks to empower women in communities.

A video developed for this course comprises a panel discussion between four powerful and highly visible women leaders: former Victorian Premier, the Honourable Joan Kirner, Chief Commissioner Christine Nixon, Professor Amanda Sinclair and Justice Jennifer Coate. These women share their learnings and insights on women and power, women leaders and leadership, and on what they see as some of the issues confronting women in policing and in the community.

Other sessions include some grounding in discrimination, harassment and workplace bullying; project management, 'good timing' and understanding political realities; understanding the differences between assertive, aggressive and passive behaviours; contemporary leadership and people management skills; community engagement; how to engage men collaboratively in gendered workplace cultures such as policing; how to get over and past the so-called 'imposter syndrome' and how to recognise when you are often the best qualified for the job.

During the last session participants are shown how to manage the transition from learning to implementation, developing strategies for maintaining and enhancing their policing/community engagement.

The instructional design for this package was the creation of ACWAP's Project Consultant, Susan Harwood (quality@highway1.com.au), who is currently delivering the pilot courses in Victoria and Western Australia. The learning module package includes a comprehensive *Women Leading Change* resource file for course participants (with an extensive bibliography), a train-the-trainer package that can be delivered through ACWAP, and a CD Rom with overheads. It is anticipated that women trainers from policing who have participated on the train-the-trainer component will be supported and equipped to continue delivery in each of the pilot States; the materials and training will be made available to other States.

Note: Further details are available from the Consultant, as above, and through the following websites and phone contact:

www.auspol-women.asn.au

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