

nous group



Policy in Practice

The essential toolkit for tomorrow's public sector



Welcome

Good public policy is critical to a well-functioning public service and in turn to a well-functioning government. This is reflected in the vision of the Institute of Public Administration Australia WA (IPAA WA), of "Excellence in the Public Sector".

IPAA WA aims to contribute to achieving that vision by developing the knowledge and skills of government sector employees working directly or indirectly in the area of policy. IPAA WA has partnered with Nous Group since 2014 to develop and implement our well regarded "Policy in Practice" (PiP) program. As you will read from this brochure, the PiP program will equip you with the necessary knowledge to advance your skills in the area of policy, which we all know to be critical to your community, your organisation and your career.

The PiP program gives you the tools to lead and deliver fundamental changes to policy in the increasingly complex and uncertain environment of contemporary government. You will have the opportunity to develop and apply emerging innovative approaches to policy design and delivery in a safe environment. This culminates in participants presenting their response to a policy problem to a simulated sub-committee of Cabinet, comprised of experienced Directors General and/or former Ministers.

When developing this program, IPAA WA believed it was essential to link the outcomes of the program with the Public Sector Commission's (PSC) Policy Capability Framework. The framework details the capabilities required to develop evidence-based policy, helping policy officers establish and maintain policy competency. Guiding career progression pathways, the framework contributes to a more highly skilled policy workforce able to respond to new and evolving demands placed on the sector. The importance of building policy capability has been highlighted again in the recent WA Service Priority Review.

With the support of the PSC, IPAA WA and the Nous Group conducted the first pilot program of Policy in Practice in 2014. The program was a great success. It was run again from 2015 to 2017, with the program content updated and fine-tuned each year based on feedback from participants. Policy in Practice will be running once again in 2018.

I am confident that the Policy in Practice program will equip participants, and in turn their organisations, with the capacity to develop skills and knowledge to deliver excellence in the policy space. This program will help you review and develop policy that achieves optimum outcomes for your stakeholders.

I look forward to welcoming you at the next Policy in Practice program.

Yours sincerely

Colin Murphy PSM
IPAA WA President



"The Policy in Practice course was one I would recommend to anyone working in the policy area within Government. It highlighted the complexity of implementing public policy in the Western Australian government but more importantly challenged those in the public sector to work together to provide joined up thinking on key wicked problems. Attendees with a basic knowledge of the policy process will gain a thorough understanding of how to develop and implement required policy in Western Australia through this course."

Evan Stewart –
Senior Policy Officer
Department of Sport and Recreation

About Policy in Practice

Policy in Practice delivers the essential toolkit for tomorrow's public sector.

High performing public servants are adept at tackling complex policy challenges, from concept to delivery. This complexity means that an increasingly broad range of skills is required if you are to be effective in government. Policy in Practice will add new tools to your toolkit, sharpen your existing skills, and unleash your policy leadership potential. It is designed for people with some experience in policymaking to develop their capability to apply their skills in more complex policy environments.

Nous Group and the Institute of Public Administration Australia WA (IPAA WA) will deliver a six day program that brings together a small group of public servants to engage with the latest techniques in policy design and delivery, and apply learnings to the contemporary policy challenges of government.



About Nous Group

Nous Group is highly regarded for its compelling work in building capability within federal and state governments. Nous works with many of Australia's public sector systems and institutions. Our work traverses the development of public policy, government business strategy and plans, organisational design and change management, optimisation of technology investments, and the development of public sector leaders.

The Nous facilitation team bring a depth of expertise in the WA government, insight into policy-making in complex environments, and expert facilitation skills to create a learning environment that encourages participants to grow

Core Program

The core program will equip participants with the knowledge and skills to make a major contribution to policy development and policy implementation. Throughout the course, participants have time to share their experiences and to hear the perspectives of external speakers through panel discussions.

Simulated Decision Making Process

Throughout this program, participants work in groups to apply their learning to a contemporary policy problem. Groups will apply new and innovative approaches to policy design and delivery to the policy problem during the facilitated sessions, and will also be required to spend some time outside of the sessions preparing their response to the policy problem. On the final day, participants practice their skills by presenting their response before a panel of experienced Directors General and/or former Ministers, and receive feedback on areas for improvement.

Networks

The program provides opportunities for participants to build or reenergise their networks across the public service. These networks create strong bonds across agencies that endure throughout their careers. The final day will conclude with a networking function for current participants and Policy in Practice alumni from previous years to help you build long-lasting networks and relationships.

nous group

and push their thinking. Policy in Practice will be delivered by Tom Leeming, a Principal at Nous and former Executive Director, Community and Human Services at the WA Department of the Premier and Cabinet.



Learning Benefits and Outcomes

Learning benefits

Policy in Practice is ideal for those looking to challenge themselves and learn more about how government tackles complex policy questions – not just in theory but in practice. It provides an automatic cross agency network, and with it, an opportunity to broaden your understanding of government in WA.

The program has a strong practical focus that draws on emerging innovative approaches to policy design and delivery, which provides a unique opportunity to develop and apply new policy-making skills to the contemporary government and policymaking context. The opportunity to present to a panel of experienced Directors General and/or former Ministers provides a realistic and stressful but safe environment to test these skills.

It has been developed to support the WA Public Sector Commission’s policy capability framework. Policy in Practice will directly address many of the capabilities outlined in the framework.



“PiP provided great in depth evidence and discussion on key components where policy often fails and exploring how to avoid these pitfalls with thorough policy practices. The structure of the course provided unparalleled access to people in the know, from senior public servants leading successful policy to CEOs who see the opportunities across the sector for the future. The contemporary learning approach of the course and connecting with other public sector policy practitioners made this an invaluable and challenging learning opportunity.”

– PiP Participant

Outcomes

As a result of participating in this program, participants will:

1. Build mastery, not just understanding:

The program is designed to stretch participants and provide them with the tools to lead and deliver fundamental changes to policy, in the increasingly complex and uncertain environments of contemporary government. They will be exposed to and apply emerging innovative approaches to policy design and delivery.

2. Establish lasting networks:

The program provides a platform to facilitate networking across agency silos, and as such, build long-lasting networks and relationships.

3. Gain a greater understanding of WA government:

Course content will be developed in conjunction with WA government agencies to ensure that the material and case studies are authentic and transferable to participants’ day to day work.

Is This Course Right For Me?

Experience in the public service	1 This is my first role	2 I have a few years/job roles under my belt	3 Majority of career
Knowledge of policy	1 It’s all new to me	2 I have worked in and around public policy	3 I have formal policy qualifications
Knowledge of government administration	1 I know how my agency operates but am unclear beyond that	2 I have been involved in some cross agency work or processes	3 I work regularly on cross agency or jurisdictional matters
Career intentions	1 I am looking to stay in a technical speciality within government	2 I want to work across multiple parts of the public service or in a senior management role	3 I intend to move into a leadership role in government
Total (all three columns) =			

If you scored:

- 5 or less** This course will be challenging. You may want to consider whether you can gain more policy experience prior to the program, or undertake an alternative policy foundation program, such as *Introduction to Policy Work*.
- 6 to 9** This course is designed for you. It will take you outside of your comfort zone to hone your policy skills in new and different contexts and prepare you for the next step in your career.
- 10 or above** This will be a great refresher with opportunities to extend your knowledge to the latest thinking, deepen your skills and renew your networks.



Logistics

Course Requirement

The program is a six contact day program conducted over a three month period. One of these days (day 5) is a half-facilitator contact day, where attendees have a half day masterclass followed by time to do some group work. In between these contact days, attendees will be required to do some extra learning work, typically 1-2 days over the course of the program. Attendees are required to attend all days.

2018 Course Dates

- **Day 1** – Thurs 13th of September
- **Day 2** – Fri 14th of September
- **Day 3** – Thurs 11th of October
- **Day 4** – Fri 12th of October
- **Day 5** – Fri 2nd of November
- **Day 6** – Wed 21st of November

*dates subject to change

Key Dates

Launch of 2018 Program – 1st of May 2018

Registrations Close – 17th of August 2018

Final Day of the Program – 21st of November 2018



Time

The contact days for the program will run between 9.00am and 5.00pm on the days listed above.

Location

The contact days for the program will be conducted in the Perth CBD (venue to be announced).

Cost (ex GST)

The cost per attendee for the entire program:

- IPAA WA Individual Member - \$3,900
- IPAA WA Corporate Member - \$4,100
- Non Member - \$4,500

The fee is fixed for the program.

Contact

To register, please visit:

www.wa.ipaa.org.au/Policy-in-Practice.aspx

For more information, please contact Gavin Lewis at gavin.lewis@ipaawa.org.au or call (08) 9360 1400.

“I found the Policy in Practice course exceptional, and I use the course content every work week”

Luke Earnshaw -
Acting Principal Policy Officer
Department of Mines and Petroleum

Policy in Practice – Registration Form

→ **Register Online**
www.wa.ipaa.org.au

This registration form is a **tax invoice** ABN 23 762 167 128. Please print clearly and keep a copy for your own records.

Register Offline
Please print clearly and return completed form with payment to: info@ipaawa.org.au
Ph: (08) 9360 1400
Fax: (08) 9360 1410



1. Registration Type	QTY	Cost
IPAA WA Individual Member	<input type="checkbox"/>	\$3,900 (\$4,290 inc GST)
IPAA WA Corporate Member	<input type="checkbox"/>	\$4,100 (\$4,510 inc GST)
Non Member	<input type="checkbox"/>	\$4,500 (\$4,950 inc GST)

2. Delegate Information

If you are registering multiple delegates, the IPAA WA Training Coordinator will contact the Delegate listed below for their details.

Last Name: _____ Title (Prof/Dr/Mr/Mrs/Ms/Miss): _____

First Name: _____

Organisation: _____ Position: _____

Postal Address: _____

Suburb: _____ State: _____ Country: _____ Post Code: _____

Telephone: () _____ Fax: () _____

Mobile: _____ Email: _____

Dietary/Special Requirements: _____

3. Method of payment (tick appropriate box)

Credit Card Please charge: \$ _____ to my: MasterCard Visa American Express

Card Number:

Cardholder's Name: _____ Expiry date: _____

Signature: _____

A transaction fee is payable on all credit card payments: 2% for Visa and MasterCard; 3% for American Express.

Cheque (Australian Delegates Only) made payable to **IPAA WA, PO Box 288, BULL CREEK WA 6149**

TERMS AND CONDITIONS

Payment

Registration payment is due within 14 days of booking or before the start of the Course (whichever occurs first).

Cancellation policy

If you wish to cancel your registration, you must do so in writing 31 days prior to the first day of the course to receive a full refund. If you cancel between 15 and 30 days prior to the first day of the course, you will receive a 50% refund (if you have already paid), or if you have not already paid then 50% of the course fees will be required to be paid. No refund will be given for cancellations made 14 days (or less) prior to the first day of the course, and full course fees will be required to be paid.

I understand and accept the conditions of the cancellation policy as outlined in the Terms and Conditions.

Signature: _____ Date: _____



Institute of Public
Administration Australia
WA

Excellence in the Public Sector

PO Box 288
BULL CREEK WA 6149
P: (08) 9360 1400
F: (08) 9360 1410
info@ipaawa.org.au

Join the IPAA WA Community:

LinkedIn  linkedin.com/company/ipaa-wa

 [@ipaawa](https://twitter.com/ipaawa)

 facebook.com/ipaawa

www.wa.ipaa.org.au