



Australian
**Rural Leadership
Foundation**

ARLP

ARLP Scholarship Partner Q&A

What is the current structure of the ARLP?

4 Sessions over 15 months

Approx. 50 days

Session	Timing	Location
1: Discovery and Awareness	June/July 2022	TBC
2: Connection and Mobilisation	August/September 2022	Regional Location
3. Networks and Affiliation	April/May 2023	Location TBC
4. Influence and Impact	October 2023	Canberra

Session	Focus Areas
Discovery & Awareness	The core processes of experiential leadership development: e.g. knowing and leading self/others, reflective learning practice, giving and receiving feedback, taking responsibility for leadership, critical thinking, contextual leadership, values & ethics clarification, 'out of comfort zone' learning plus a range of other facilitated development processes and theories.
Connection & Mobilisation	Further understanding of self, others and team behaviours. Ethics and values. Communication training. The leadership of community, cultural and regional development (regional case-study with support from local alumni).
Networks & Affiliation	Leadership development from an international perspective. The big picture. Strategic thinking & leadership. Appreciating our Australian cultural context and behaviours through the lens of other cultures.
Influence & Impact	Perspectives on national leadership and advocacy for rural, regional and remote Australia. Communication. Graduation and transition to continued leadership development. Transition to The ARLF Alumni Network.

Will this structure be adapted if Covid-19 impacts?

Over the past 18 months, the ARLF has developed a successful method of state-based program delivery to overcome border restrictions. This method has been trialled over a number of sessions and has proven to be a valuable tool to allow us to continue to deliver face-to-face programs while maintaining the safety and wellbeing of our participants and the communities we operate in.

The order of the sessions may also be altered should that provide a practical solution.

As a decision of absolute last resort, participants from an affected State may also be removed from the session and offered a make-up activity/session to ensure that they are still able to obtain the learning outcomes of the session.

What is the cost of Course 29 of the ARLP?

The cost is \$50,000 + GST for a scholarship and \$5,000 + GST participant contribution. The cost of the program has not been increased in over a decade.

Will this cost be impacted by amendments to the program due to Covid-19?

No. All program changes will be made within the existing budget and any unavoidable loss will be borne by the ARLF.

Has the program structure changed to previous years?

Course 29 will be the third cohort to complete the current program structure and curriculum.

The new design allows for a more in-depth, more interactive regional Case Study during Session 2. There has been support from stakeholders matched by a growing complexity in the leadership needed for the development of rural and regional Australia. The longer session takes the place of two previous regional experiences and decreases travel time for participants.

The changes also allow time for the participants to develop the actions needed to support their 'Initiative Project' through a longer Canberra session supported by online learning. The online activities will be built on what we have learnt about bringing people together, facilitating and learning this year. This session takes the theories and practice witnessed on the program to an action project for the good of rural and regional Australia.

What engagement will I have with the scholarship recipient our organisation is supporting (for non-employee scholarships)?

The relationship between participants and partners is a vital part of the experience of the program. From introduction at the beginning of the program, we encourage continued engagement right through the program to Graduation and beyond. As part of the program we currently have both formal reporting requirements as well as facilitating more informal connection where suitable. This enables partners to understand the nature of not just their participant but also the broader cohort, their contributions but also their experience on the program and how it will impact their ongoing leadership contribution.

For partners that sponsor and employee we suggest supporting your employee in a couple of ways:

1. Ensure pre and post support necessary for participants to give 'full expression' to their learning and behavioural/social intelligence change.
2. Drawing more deliberately from this growing cohort of leaders (no matter what their substantive position or title) particularly on matters of strategy and where change involves people.
3. Tracking impact (individual and collective) post program to understand what is still 'sticky' after the course itself.
4. Involving graduates in developing and checking in on the leadership culture in the organisation.

What opportunities are there for partners to be involved with the program?

So many! From launch to graduation, we aim to provide an opportunity for partners to be involved in each session. This could be through a range of formats including:

- Workshops
- Dinners
- Group sessions
- 'Fireside chats'
- Case Studies/site visits
- Graduation ceremony

Who do I contact for more information?

Please call the ARLF office on (02) 6281-0680 or email info@rural-leaders.org.au