

Sector Capacity Building Initiative

Gladstone Region Human Services Leadership Program

Expression of Interest

Leadership is the practice of guiding and supporting people toward a shared goal. In the human services, strong leadership is crucial for improving outcomes for children, families, communities and organisations.

Local human service leaders are invited to be part of a place-based leadership experience designed to support leaders in their journey, and strengthen how our region leads, together.

Engage in:

- The place-based leadership program (open to all leaders)
- Train-the-trainer program to build leadership facilitation capability (available for up to four leaders).

Why this matters

The Gladstone Region has a strong foundation of skilled and committed human service practitioners who are progressively stepping into leadership. Leaders in human services are increasingly required to:

- lead and support teams
- navigate complexity and uncertainty
- work across organisational boundaries
- align day-to-day practice with broader system outcomes.

While experience plays a critical role in developing leadership, intentionally creating space to nurture this skillset alongside other leaders can meaningfully strengthen and accelerate leadership practice.

A place-based leadership approach

Designed specifically for the Gladstone context, this program brings human service leaders together across the region to learn collectively, share perspectives, and strengthen leadership as a shared practice.

The program brings **trauma-informed, neuro-informed and developmentally responsive approaches** into the core of leadership, rather than treating them as add-ons.

It recognises that leadership shapes the environments people work in, and those environments influence the quality and consistency of service. By embedding these approaches into leadership, the program strengthens the conditions for more connected, responsive and effective outcomes for children, families and communities over time.

Sector Capacity Building Initiative

Training Overview

The Program:

- builds leadership confidence and mindsets to lead through complexity and change
- strengthens shared approaches across organisational boundaries
- aligns leadership practice with what children, families and communities need locally
- train-the-trainer pathway builds in-region facilitation capability and reduces future reliance on external providers.

The Model



Shaped by and for the Gladstone Region

Co-designed by local human services to reflect the realities and shared context, principles and values.



Grounded in practice

Learning focuses on current human services work.



Evidence-based expertise

Delivered in partnership with Collaboration for Impact, drawing on experience in collective leadership and systems change.



Delivered over time

Allowing time between sessions supports leadership development through application and reflection.



Individual and shared capability

Builds personal capability while strengthening alignment across organisations.



Sustainable locally

Includes a facilitator pathway to retain capability in the region.

Strengthening individual and collective leadership to improve local outcomes

The challenges facing the human service sector are deeply interconnected, making leadership capability critical at both an organisational and systems level.

This program strengthens leadership capability across the region while building each participant to lead with confidence.

Each participant's unique experience and perspective enrich the learning and contributes to a stronger, more connected system.

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Training Overview

Who should express interest?

- emerging and experienced leaders in human services.
- practitioners stepping into or preparing for leadership roles.
- organisations committed to developing their people and strengthening leadership capability
- leaders interested in building facilitation and teaching capability (limited places).

Contribution

The full program cost is \$2,192 per participant.

To support equitable participation, a co-contribution model is available. This means organisations can contribute toward the cost at a level that reflects their capacity, with a suggested range of \$500 to \$2,192 per participant.

This may look different for each organisation. Participation is encouraged across all contribution levels. Please contact GRT to discuss options.

The Sector Capacity Building Initiative partnership has sponsored:

- ✓ Training Facilitator Accommodation and Travel
- ✓ Training Venue
- ✓ Training Catering
- ✓ Training Coordination and Administration

About the Facilitator

This program is delivered in partnership with **Collaboration for Impact**, a nationally recognised organisation specialising in collective leadership and systems change.

Led by Mark Yettica-Paulson and Angela Rutter, Collaboration for Impact brings experience in working alongside communities to strengthen leadership, build shared ways of working, and support long-term, sustainable change across complex systems.

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Training Overview

Learning Format

Co-Design Meetings (Optional)

Prospective participants and their Line Manager are encouraged to participate to ensure the program closely reflects local priorities and context.

9:00am-10:30am Monday 22 June (Online)
1:00pm-2:30pm Wednesday 1 July (Online)

Leadership Program Schedule

9:00am-10:30am Friday 7 August (Online)
4:00pm-7:00pm Tuesday 18 August (Welcome dinner)
9:00am-4:00pm Wednesday 19 August (In person)
9:00am-10:30am Wednesday 16 September (Online)
9:00am-10:30am Wednesday 14 October (Online)
9:00am-4:00pm Tuesday 10 November (in person)

Facilitator Pathway (limited places)

Up to four leaders can take part in a 'train-the-trainer' pathway, including hands-on training to develop facilitation skills to support ongoing delivery in the region.

9:00am-2:00pm Thursday 20 August (In person)
9:00am-10:00am Wednesday 9 September (Online)
11:00am-12:00pm Monday 21 September (Online)
1:00pm – 2:00pm Wednesday 7 October (Online)
11:00am-12:00pm Monday 19 October (Online)
9:00am-2:00pm Wednesday 11 November (In person)

Expressions of interest close on Friday 24 July 2026.

Scan or click the QR code to submit your application.

