



# AIS Leadership and Culture **STAKEHOLDER MANAGEMENT**

Background Program overview

November 2021



# Background

## Why focus on 'Stakeholder Management?'

As you are probably aware, for the High-Performance (HP) system to have sustainable sporting success the system needs exceptional leaders, high functioning teams and high-performing cultures. The AIS has invested in a range of individual and team-based development initiatives to grow the capability of the HP system workforce. To support this priority, the AIS Leadership and Culture team have designed and is delivering several key programs, one being "Stakeholder Management".

The reason this topic is being explored is because stakeholder management has been identified through NSO and NIN feedback as key competencies and skills necessary for our High-Performance team members to be successful in their roles. To inform the design of the program, the AIS undertook a system wide consultation to ensure the content for the AIS Leadership and Culture 'Stakeholder Management' program best meets individual, team, organisational and system needs. The insights were used to inform the design of this program.



# Background

## What are the 'AIS Leadership and Culture Development Programs'?

The AIS has invested in a range of individual and team-based development initiatives to grow the capability of the High-Performance workforce.



### Developing Others

**Delivery:** Face-to-face / Virtual

#### Program Delivery

2 full day workshop  
2 half day extension session  
Multiple Trio sessions

**Program length:** 12 weeks

*A program designed to enable leaders to broaden their perspectives and enhance how they develop others to succeed in a complex and continuously changing environment. This program is targeted at leaders across all levels of the sport system.*

#### Target Group:

CEO, HP Directors, Pathway Managers, Operations Managers  
Performance Support & Coaches



### Stakeholder Management

**Delivery:** Face-to-face / Virtual

#### Program Delivery

2 full day workshop  
1 half day extension session  
Multiple Trio sessions

**Program length:** 4 weeks

*A program designed to help navigate the complex HP stakeholder system by initiating and maintaining strategic networks and relationships. This program is focused on developing competencies in earning trust, effective communication and system and organisational awareness.*

#### Target Group:

CEO, HP Directors & Managers,  
Pathway Managers, Operations Managers,  
Performance Support & Coaches



### Strategy Design and Execution

**Delivery:** Face-to-face / Virtual

#### Program Delivery

3 full day workshop  
Mentoring with PwC partners

**Program length:** 5 weeks

*A program designed to build and enhance the strategic competencies identified by NSO and NINs as necessary for success as leaders within sport. This program is focused on developing competencies in strategic thinking, design, execution and influence.*

#### Target Group:

CEO, HP Directors & Managers,  
Pathway Managers,  
Operations Managers & Performance Support Leaders



### Optimising Collaboration for Performance

**Delivery:** Face-to-face

#### Program Delivery

Facilitator Check in  
2 full day workshop  
60min Community of Practice

**Program length:** 5 weeks

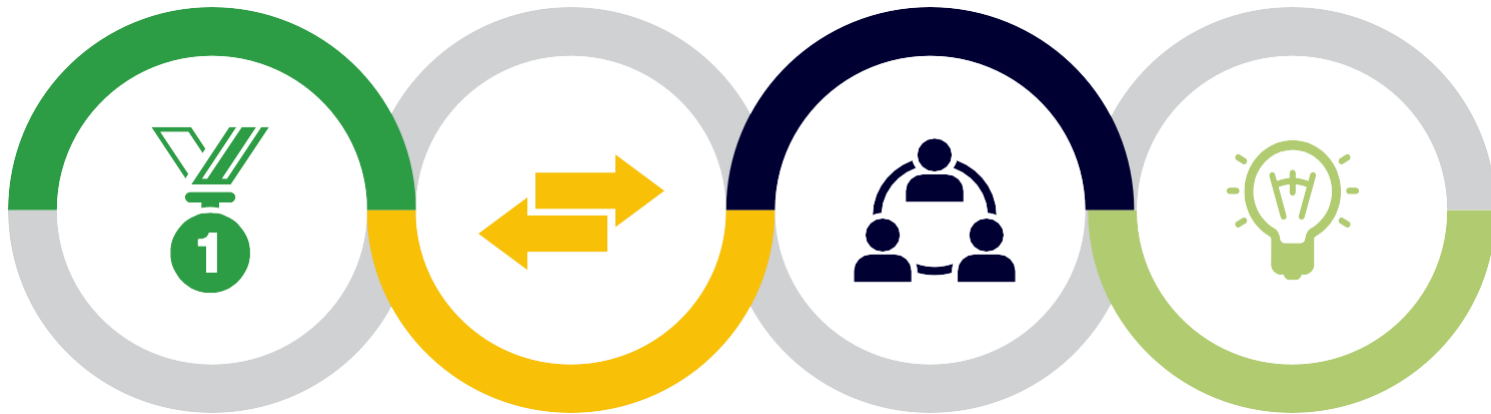
*A program designed to enable performance support members to build the awareness, skills and knowledge to work effectively and collaboratively in performance teams. This program is targeted at early-career performance support team members.*

#### Target Group:

Performance Support members

# Program learning outcomes

This program will support you to develop confidence and skill in navigating the complex high performance (HP) stakeholder system. It is focused on building trusted relationships (at individual and organisation levels), communicating with influence and analysing and diagnosing contextual factors to understand the HP network and decision system.



Gain more awareness, confidence and capability to navigate the complex stakeholder environment in the HP system.

Develop skills in building trusted and effective relationships and networks.

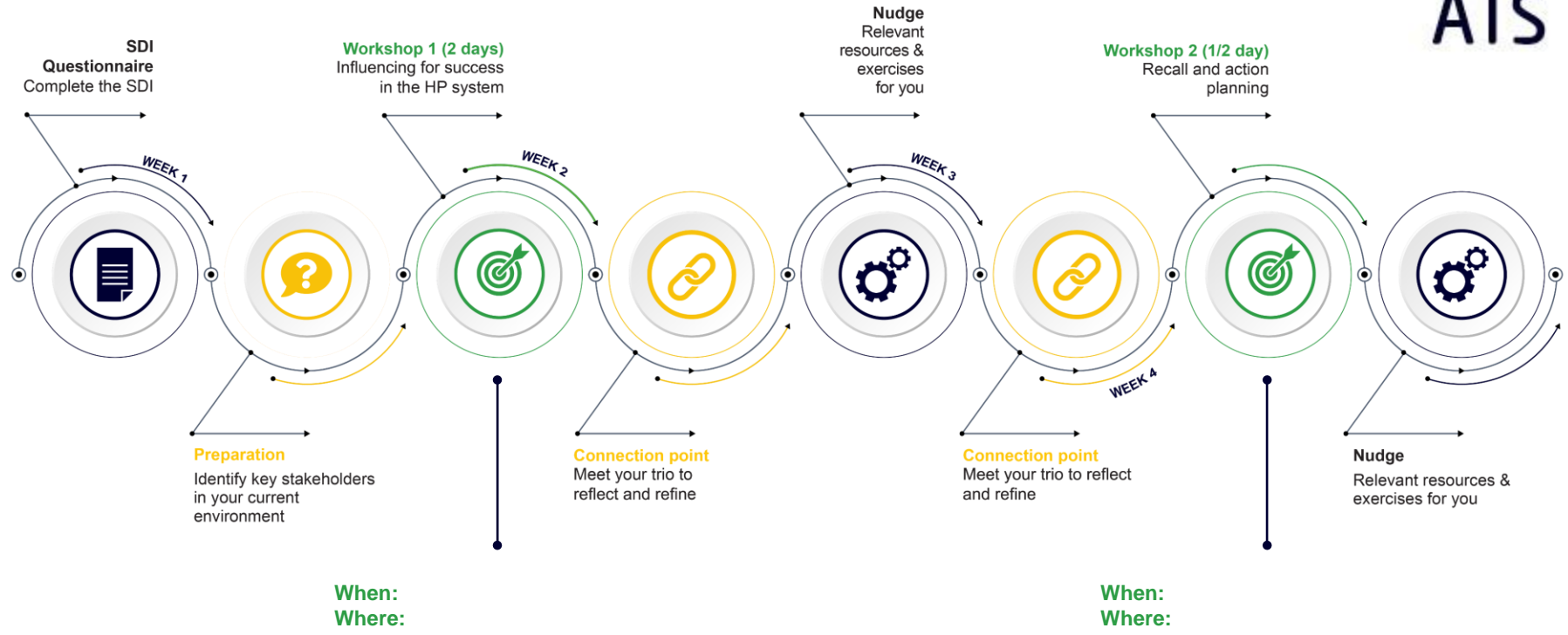
Develop a nuanced understanding of the High Performance system and how to strategically channel effort to achieve results.

Build confidence to proactively engage with a broad range of stakeholders in the High Performance System.





# Participant Face-to-Face Experience



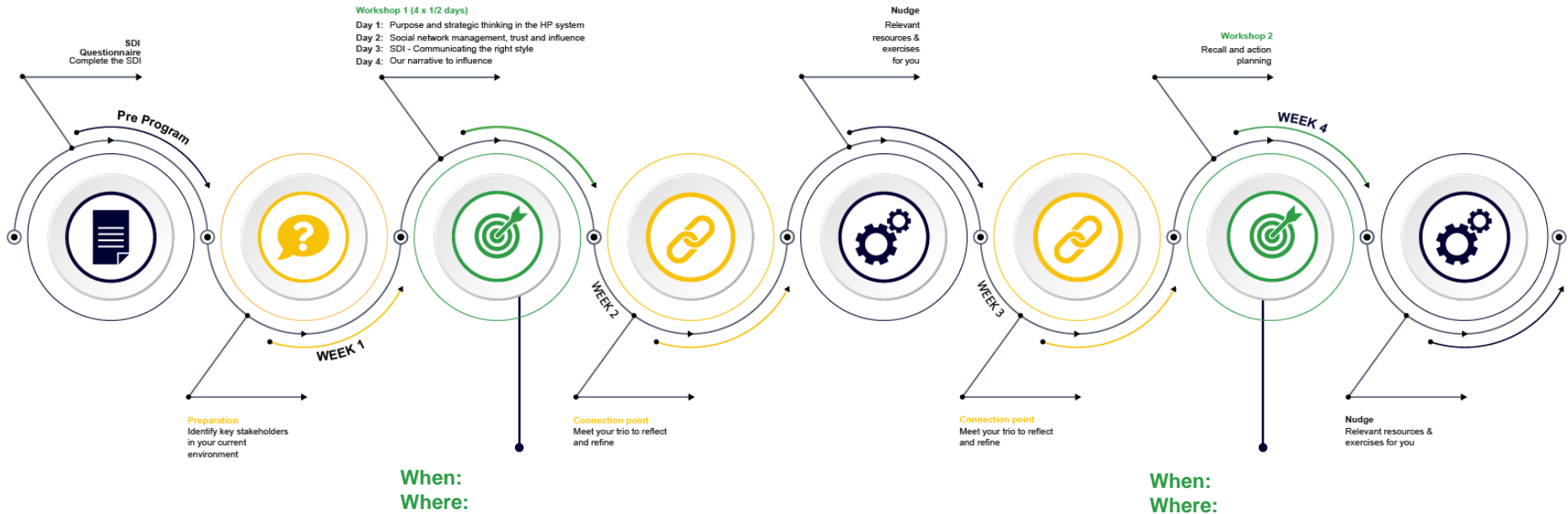
## PROGRAM ELEMENTS

- **Workshop 1** – a highly experiential 2 day workshop to introduce you to key concepts and provide opportunities to plan how to apply these concepts in practical ways.
- **Behavioural nudges** – you will receive email “nudges at various points in the program to maintain momentum, supplement knowledge on key topic areas and support the development of new habits.
- **Connection points** – you be set up in learning trio’s in the first workshop and will connect with these peers on two occasions to support their learning and establish a trusted peer network.
- **Workshop 2** – a half-day virtual workshop to consolidate your learning and explore the mindsets required to continue building your confidence in effectively engaging the HP stakeholder environment.





# Participant Virtual Experience



## PROGRAM ELEMENTS

- **Workshop 1** – a highly experiential four ½ day workshops to introduce you to key concepts and provide opportunities to plan how to apply these concepts in practical ways.
- **Behavioural nudges** – you will receive email “nudges at various points in the program to maintain momentum, supplement knowledge on key topic areas and support the development of new habits.
- **Connection points** – you be set up in learning trio’s in the first workshop and will connect with these peers on two occasions to support their learning and establish a trusted peer network.
- **Workshop 2** – a half-day virtual workshop to consolidate your learning and explore the mindsets required to continue building your confidence in effectively engaging the HP stakeholder environment.



[AIS.gov.au](https://ais.gov.au)



@theAIS #theAIS

Leverrier Street Bruce ACT 2617  
PO Box 176 Belconnen ACT 2616  
+61 2 6214 1111