



Australia Awards

# Australia Awards in Indonesia - Short Term Award

## Transformational Leadership Program for Outstanding Alumni



*First Day Welcome to Country*

- Pre-course workshop in Bandung, 9-11 October 2018
- Two-week course in Australia led by Queensland University of Technology (QUT), 19-30 November 2018
- Extensive program of site visits and guest lecturers
- Leadership retreat on Sunshine Coast with an outdoor challenge day
- Networking events in Brisbane, Sunshine Coast and Sydney
- Networking dinner at RelInvent Australia
- Prepare for Your Board Career session
- Attendance at StartCon – largest startup and business scaling event in Australia
- Post-course workshop in Jakarta, 9-11 April 2019

Twenty-six outstanding Alumni mid to senior level Indonesian business and public sector leaders participated in an Australian Awards in Indonesia Short Term Award on 19-30 November. The program was designed and delivered by QUT's Dr Erin Evans and Dr Ralf Muhlberger.

The Award was designed to strengthen the linkages between the next generation of leaders and Australians and Australian organisations and further develop cooperation and build business relationships. In recognition of the importance of this program the Deputy Ambassador Allaster Cox formally opened the course.

The leaders came from a broad range of industries: energy and mining; food, agriculture; finance, and insurance; telecommunications; digital health; fast moving consumer goods (FMCG); trade; professional services; fashion; built environment, infrastructure and innovative construction materials. They were selected through a competitive process from





hundreds of applicants. The majority had post-graduate degrees from Australia. The Australian Ambassador to Indonesia endorsed in his tweet that these participants are “Indonesia’s next generation of business leaders.”



Transformational Exercise

The program employed an experiential learning approach with a focus on application, reflection and engagement. The focus was on developing transformational leadership capacities for the 21st century including building trust, encouraging innovative thinking, inspiring and motivating others, coaching and developing people and acting with integrity. Specific areas included adaptive leadership, impacts of Industry 4.0 for business leaders, gender diversity and social inclusion. The course also included a leadership retreat focusing on creativity and design thinking for leaders, high performing teams and an outdoor executive challenge half way in the program to maximise reflection and self-awareness.

Participants completed transformational leadership scales at pre and post-course workshops and made a 20-30% shift in development resulting in improved self-awareness, ability to inspire as well as manage challenging relations, communicate and influence a wider audience and coach team members for performance rather than driving KPIs.

### Collaborations

Collaboration between the participants and Australian companies and organisations included:

- Business engagement between property developer and Australian solar system provider
- Mentoring and collaboration between Nola Marta and highly regarded Australian fashion designer Lydia Pearson. This resulted in Nola launching overseas and attending the New York Fashion Show in 2019

- Engagement and collaboration of Hizkia with QUT and Australian architects in the development and application of 3D modelling programs for planning visualisation in Indonesia
- Engagement of Australian services (financial and legal) by Kusnadi in his role at the energy organisation and then in his new role with a major Singaporean firm
- Two of the participants were invited to present at Hacking Health event in Brisbane attended by over 100 health innovators
- Cooperation between QUT Finance and Accounting school with Rindang
- Collaboration between Food Innovation Centre, Agung and Mizani
- Engagement between Antick and APRA on development of regulations

### Site Visits and Networking Events



Transformational Group

There were seven organisational site visits to a range of businesses. Networking dinners were held at the Old Parliamentary House, Brisbane and at the Australia’s first members club, the Australia Club at the Re-Invent Australia Annual Dinner. Business leaders attended each of the networking events. Former Queensland Health CIO Sabrina Walsh gave a keynote at the networking event held in the Sunshine Coast. Consul General Heru Hartanto Subolo attended the Sydney event. Dr Elizabeth Thurbon from UNSW

delivered a keynote on Australian Indonesian trade relations. Another highlight of the program was the Prepare for your Board Career session with an award-winning young female entrepreneur and a board director in the board room of a recently ASX-listed FinTech company.



The Group

*“To be a transformational leader, you have to conquer yourself, face your fears and know your limit.” – Maxi Julians*

*“You are the captain of your boat they say, but during the program your boat depends on how the captain influences the crew and provides clear direction. Know yourself first and adapt and influence others positively. The smooth sea never made a good sailor – and I agree. Leadership is a journey after all!” – Ignatius Agung Pratama*

