



**Developing leadership  
and management excellence  
for challenging times**

## **What are the core public sector skills I need to manage now and in the future?**

Your success and that of your agency depends on your ability to think strategically, achieve results and cultivate productive working relationships.

The Public Sector Management Program prepares you to meet these challenges.

Intensive workshops combined with home based research and assignments takes you inside the issues that affect mid-to-long term public sector decision making.

Through the PSM Program's final work based project you'll achieve a deeper understanding of the four key public sector areas that can drive your career to senior management positions: –

- accountability
- strategic value of managing relationships
- imperatives of political management
- the singular emphasis on delivering results with public sector value

[psmprogram.gov.au](http://psmprogram.gov.au)



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## **What makes this Program different from other public sector graduate management courses**



The Public Sector Management Program gives you privileged leadership perspectives and insights that few mid-level managers, if any, can acquire alone.

Uniquely, the PSM Program attracts participants from all tiers of government, Commonwealth, State, Territory and Local.

A feature of the PSM Program's comprehensive national curriculum is the analysis of contemporary issues through the dynamic use of complex government case studies.

Overseen by the Australian Public Service Commission and managed by a national board of eminent senior public servants, the PSM Program's intellectual rigour is sustained through the scrutiny of a distinguished team of public policy academics.


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## Why should I invest 12 months or more in this Program when I have competing demands on my time both at work and home?



The Public Sector Management Program accommodates your ongoing work and family commitments with study requirements towards a university qualification (Graduate Certificate in Public Sector Management).

The Program is benchmarked against realistic time frames, minimising time away from the office and maximising opportunities for self directed study.

Your knowledge of the public sector will be acutely broadened, boosting your management capabilities, expanding your network of contacts and improving your chances of promotion.

Your agency will benefit from new leadership capabilities and skills, with an enhanced ability to strategically manage contemporary public sector challenges.

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## Program overview

The Public Sector Management Program is: –

- A unique national leadership program
- Targeted at mid-level managers from across Commonwealth, State, Territory and Local Government
- A distinctive curriculum developed by academic and government experts and endorsed by leading public policy practice organisations
- Focused on a dynamic mix of contemporary government case studies and challenging theory exercises
- Program workshops held at convenient and local venues
- Highly flexible with study options undertaken over realistic time frames
- Australia's pre-eminent university qualification in public sector management

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## PSM Program Curriculum overview

At the heart of the Public Sector Management Program is a real world public sector based project. Participants identify a challenge from their workplace that requires applying careful problem solving logic that has been emphasised through the curriculum Units.

The Program uses rigorous case study methods where complex government issues are examined from a range of perspectives that parallels the practice of public sector management.

The course curriculum focuses on four areas: -

### **UNIT ONE**

**Managing Up: The Framework of Public Sector Management**

### **UNIT TWO**

**Managing Out: The Public Sector in the Community**

### **UNIT THREE**

**Managing In: Ethics and Career Management in the Public Sector**

### **UNIT FOUR**

**Managing Down: Operational Management in the Public Sector**

*Please see over page for unit details*

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## PSM Program unit details

### UNIT ONE

#### **Managing Up: The Framework of Public Sector Management**

Reflects the challenges of modern governance including managing public sector processes, accountabilities and authority structures.

##### **Topics include:**

1. Australian Political and Legal System
2. Responsible Government and Public Management
3. Federal State Relations
4. Political, Ethical and Organisational Accountability
5. Understanding the Recent Public Sector Reforms
6. Projecting the Emerging Future
7. Co-ordination and the Global Challenge of Managing Up

### UNIT TWO

#### **Managing Out: The Public Sector in the Community**

The importance of building relationships and managing diverse public sector stakeholders across complex political environments is developed in this unit.

##### **Topics include:**

1. The Managing Out Imperative
2. Networks, Contracts and Policy Communities
3. Citizens , Clients and Stakeholders
4. Participation and Accountability
5. Whole of Government
6. Network Delivery and e-Government
7. Managing Relationships in a Network Environment
8. Managing the Media and Public Relations
9. Managing Out in Practice
10. Case Studies in Managing Out

### UNIT THREE

#### **Managing In: Ethics and Career Management in the Public Sector**

Examines issues of fundamental personal integrity and accountability in a public sector context underpinned by ethical values and codes of conduct.

##### **Topics include:**

1. Personality
2. Values, Attitudes and Ethics
3. Emotional Intelligence
4. Capability and Learning
5. Career Self Management
6. Motivation and Goal Setting
7. Personal Efficiency and Priority Management
8. Information Analysis for Problem Solving and Decision Making
9. Case Study In Managing In

### UNIT FOUR

#### **Managing Down: Operational Management in the Public Sector**

Aligning the key skills developed across the three previous units, Unit four allows participants to work in-depth on achieving results and outcomes through a work based project.

##### **Topics include:**

1. Strategic Management
2. Organisation Structure and Culture
3. The Learning Organisation and Knowledge Management
4. The Budget Cycle and Financial Management
5. Strategic Human Resource Management
6. Performance Management
7. Leadership and Teams
8. Job Satisfaction and Motivation
9. Change Management and Motivation
10. Project Management



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## **PSM Program Session information**

### **SPONSORSHIP and PSM PROGRAM FEES**

All participants are sponsored by their employer.

Employer sponsorship includes:

- funding the participant's Program fee
- supporting the attendance of the participant at Program sessions
- mentoring the participant's final work based project.

### **LOCATION**

The Program is delivered in each State and Territory.

### **WHO SHOULD ATTEND?**

The Program is aimed at emerging and highly motivated public sector middle managers.

### **QUALIFICATION**

Graduate Certificate in Public Sector Management,  
Flinders University South Australia.

### **PROGRAM MATERIALS**

Available in print, online and through the PSM Program Briefcase CD.

### **ASSESSMENT**

Assessment is based on a series of assignments which are required to meet University standards.

There are no examinations.

### **FURTHER DETAILED INFORMATION**

On your local Program fees, Program location, how to enrol, and Program dates visit our website: **[psmprogram.gov.au](http://psmprogram.gov.au)**.

