

LEADERSHIP • CULTURE • INSTITUTIONAL RENEWAL

need to navigate complexity, renew culture, and lead change from the inside out. A one-day program that builds the trust-based leadership capability universities

Leadership Evolution CoreBridge

CoreBridge Advisory



INFORMATION PACK



transformation.
universities serious about human-centred
delivered only five times each year, for
facilitated by nationally respected leaders,
A strategic, high-impact experience

Leadership Evolution

INFORMATION PACK



ecosystems around her, depicting vines, seeds, lizards and emus with expressive marks.
knowledge of Ancestral Country: layered motifs representing the wildlife and geology of the desert.
Her paintings transmit stories and knowledge held over generations. They embody her detailed
impact today.
until her death, she painted intensely, producing a substantial body of work that continues to make
Kugwarray was in her late 70s when she began painting in earnest, and for the next eight years,

ON THE ARTIST

LATE MODERN

of education on earth, and every leadership program we run happens inside it.
knowledge across generations on this continent. It is the oldest continuing tradition.
For more than 65,000 years, First Nations peoples have taught, learned and carried

Torres Strait Islander peoples.

our respects to Elders past and present. We extend that respect to all Aboriginal and
Wirruṅṅ people as the Traditional Owners and Custodians of this Country, and pay
of the Kulin Nation, in Marrm (Melbourne). We acknowledge the Wirruṅṅeri Wo!
CoreBridge Advisory is located on the land of the Wirruṅṅeri Wo! Wirruṅṅ people

Acknowledgement of Country

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Untitled · Emily Kam Kugwarray, Anmatjerr Country



rather than a sector average.
facilitators in the room for every cohort, and keeps each program shaped around one institution
leadership Evolution is deliberately scarce. Five deliveries each year keeps the same four

DELIVERED FIVE TIMES A YEAR

04	Delivery	14
03	Your Facilitators	15
05	The Program	10
01	The Opportunity	08

THE PROGRAM

	Executive Summary	02
	Acknowledgement of Country	03

FRONT MATTER

Contents

relationship with self and others.
Leadership is not a title. It is a

institutional values.
understand themselves, their impact, and their role in shaping
recommit. A high-trust culture begins with leaders who
It provides a psychologically safe space to reflect, reset and
who influence people, culture and purpose, not only systems.
recovery and strategic alignment, and elevates the leaders
across academic and professional staff, supports cultural
The one-day program builds trust-based leadership capability
around human-centred transformation.
delivered only five times each year, for universities serious
experience facilitated by nationally respected leaders.
This is not a generic workshop. It is a strategic, high-impact
challenge and building positive workforce culture,
development of proactive, dignified ways of addressing
different lens, encouraging personal insight and the
policy. CoreBridge Advisory's Leadership Evolution brings a
While many leadership programs focus on behaviour and

LEADERS
NATIONALLY RESPECTED

Four facilitators

ACTION
IDENTITY TO STRATEGIC

Six modules

REQUIRED
PARTICIPANTS, OR MORE IF

12-30

RETRIAL
IN PERSON, ON SITE OR

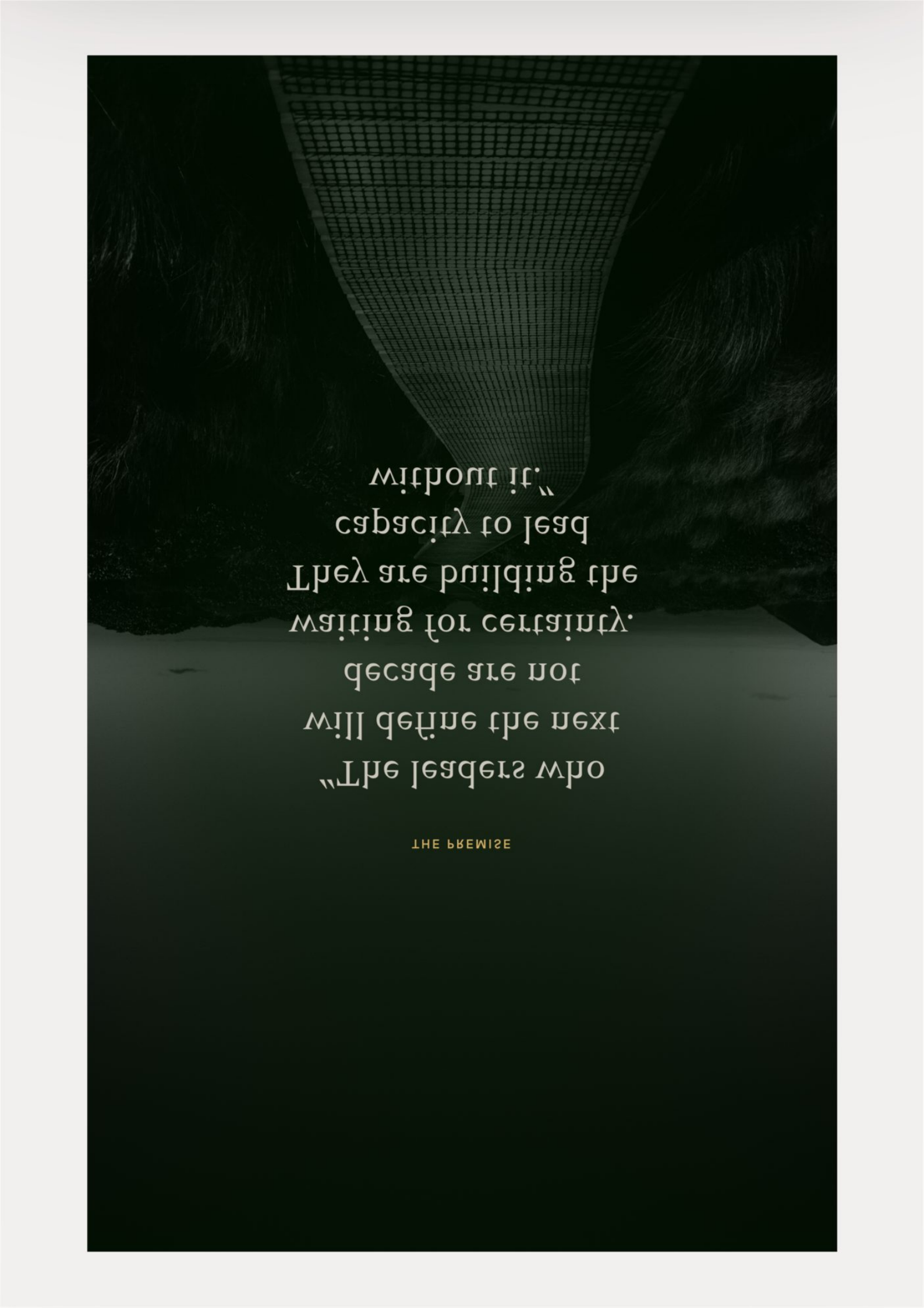
One day

AT A GLANCE

3039

transformative change from the inside out.
complexity, renew culture, and inspire
university leaders need to navigate
Leadership Evolution builds the capabilities

EXECUTIVE SUMMARY



without it.”
capacity to lead
They are building the
waiting for certainty.
decade are not
will define the next
“The leaders who

THE PREMISE

fills short development readership MPA conventions

THE OPPORTUNITY

04

03

academic and professional leaders.
increase internal alignment between

university staff.

leadership capability across mid-to-senior

04

Build trust-based, human-centred

04

constrained environments.

leadership in complex or resource-

strengthen cross-functional

05

post-review leadership uplift.

support institutional cultural renewal and

OBJECTIVES

shaping culture.

personal insight and proactive, dignified ways of

Leadership Evolution brings a different lens, encouraging

While many programs focus on behaviour and policy,

unlike anything preceding it.

pondaries have created a leadership environment

compression of academic and professional

recovery, equity and inclusion demands, and the

staff wellbeing, cultural renewal, post-review

that demands a fundamentally different response.

Australian universities face a leadership challenge

complexity and cultural renewal.

leaders who can guide their people through

universities to grow confident, resilient and inclusive

shaping institutional values. This program supports

understand themselves, their impact, and their role in

A high-trust culture begins with leaders who

this moment.

development programs were not designed for

unprecedented complexity, and most existing

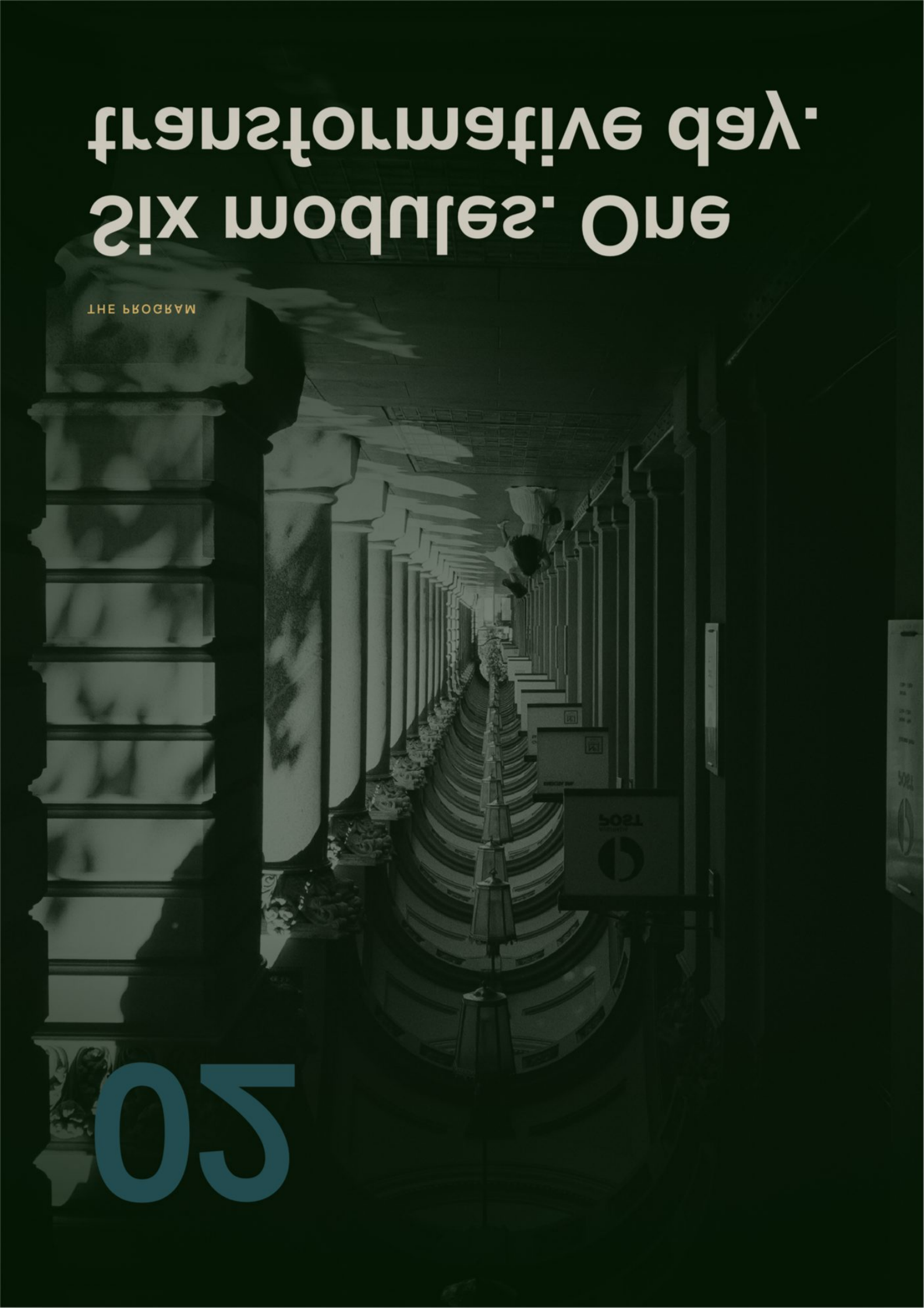
Australian university leaders are navigating

THE CASE FOR CHANGE

transformative day. six modules. one

THE PROGRAM

05



personal wellbeing.
reinforce strategies for protecting
despite system constraints, and
gender dynamics, lead with dignity
shared language around power, bias and
change-fatigued environments. Build
Discuss the realities of high-load and

02

Surviving and thriving in systems

every level.
or stagnation, and influence culture at
unexamined habits reinforce exclusion
culture as design, recognize how
Shift thinking from culture as default to
leadership styles to culture outcomes.
Use Groysbergs framework to map

03

Leadership style and workplace culture

connection to purpose.
dissonance, and strengthen resilience and
awareness of internal alignment and
identity versus professional function, build
are and what we do. Reflect on personal
Explore the distinction between who we
we do

01

Leadership within: who we are versus what

leadership vision with institutional values.
forward movement, and align personal
create a psychologically safe container for
institutional culture and reform priorities,
practice. Link personal action to
Define the next steps in your leadership

05

Action planning and strategic alignment

legacy as something actively shaped.
pressure environments, and reframe
to culture, discuss succession in high-
informal and formal mentoring contributes
prepare others to lead. Explore how
Examine the responsibility of leaders to

04

Succession, mentoring and legacy

foundation for psychological safety.
authentically, equity and inclusion as the
trust within teams, and elevate
Identify the behaviours that build or erode
enjoyment and Freis trust framework.
Understand the relationship between work

03

Trust, enjoyment and inclusion

**resilience and strategic action.
leadership across identity, culture, succession,
six integrated modules build trust-centred**

THE DAY

Ինչպե՞ս ստեղծել խոր գաղափարներ

ՀԱՅԿԱԿԱՆ ԲԱՏԱՐԱԿԱՆ

03

TRANSFORMATION
HIGHER EDUCATION STRATEGY · CULTURAL

Benjie-Etta Norman

04

institutional change.
practical, implementation-focused approach to complex
lived insight into identity and systemic navigation, and a
in cultural recovery and equity-centred leadership.
Chancellors and Deans on long-term strategy, with expertise
Trusted advisor to Vice-Chancellors, Deputy Vice-

MENTORING
PUBLIC LEADERSHIP · PARLIAMENTARY ·

The Hon. Dame Annette King

03

endurance.
voice on gender, power, influence and institutional
Mentor to Prime Minister Jacinda Ardern, and an insightful
Commissioner to Australia.
more than 10 Cabinet portfolios, and former High
New Zealand's longest-serving woman in Parliament, holding

LEADERSHIP DEVELOPMENT
GOVERNANCE · SYSTEMS CHANGE ·

Ray Lind ONSM

05

operational reform and identity-informed leadership.
leadership programs. Expert in succession, mentoring,
Former faculty on Monash and Harvard Macy Institute
for services to training governance.
doubling sector reach and reputation, and an ONSM recipient
Former Chief Executive of Careerforce New Zealand,

MACY INSTITUTE
LEADERSHIP PSYCHOLOGY · HARVARD

Prof. Emeritus Margaret Hay

01

education and institutional development.
workforce resilience, with global expertise in health
specialist in leadership learning, psychological safety and
Institute, Harvard University.
and lead of International Programs at the Harvard Macy
development for educators, and served as former faculty
led Monash's executive education and professional

universities today.
through the very complexities facing
policy, mentored heads of state, and led
Our facilitation team has shaped national

FACILITATION TEAM

LEADERSHIP EVOLUTION

03 · YOUR FACILITATORS

your institution designed around a partnership

DEGILBA

04

community.

your leadership

reflect the breadth of
required, selected to
12-30 people, or more if

PARTICIPANTS

the university.

style venue arranged by
On site, or a retreat-

LOCATION

psychologically safe.

trauma-aware and
High-engagement

FACILITATION

days.

additional leadership

session coaching, or

key insights, post-

Executive summary of

ADD-ONS

DELIVERY FORMAT

directly to their reality, not a generic program.
Accordingly, so participants experience a day that speaks
then refine the module sequence and facilitation emphasis
priorities, and the specific challenges your leaders face. We
understand your institutional context, cultural recovery
date, CoreBridge meets with your leadership team to
Every delivery is a genuine partnership. Before the program

How we partner with you

with intention.

cultures are built by people at every level who choose to lead
coordinator as it is to a Deputy Vice-Chancellor, because great
where you are. It is as relevant to a professional services
seasoned leader seeking renewal, the program meets you
Whether you are an emerging leader finding your voice or a

and purpose.

develop others, and contribute to a culture of trust, dignity
understand themselves more deeply, grow their capacity to
and others. The program welcomes all staff who seek to
belief that leadership is not a title, it is a relationship with self
Leadership Evolution is for everyone. It is grounded in the

Who this is for

expand coverage during the day,
to deepen engagement and
tools. Optional pre-course tasks
planning and implementation
exercises. Strategic action
reflective leadership and identify
workbook and facilitation tools.
experts. A custom CoreBridge
nationally respected leadership
in-person delivery by your

INCLUDED
WHAT IS

DAY
ONE

university's cultural and strategic priorities.
empeaked partnership, adapted to your
We deliver Leadership Evolution as an

HOW IT RUNS

LEADERSHIP EVOLUTION

04 · DELIVERY

RIGHTS

Growing self, people and culture Leadership Evolution	Marrm (Melbourne), Australia CoreBridge Advisory	corebridgeadvisory.com.au
PROGRAM	ENDURANCE	ORIGIN

The room at the start is the room at the end.

