Policy in Practice
The essential toolkit for tomorrow’s public sector
Welcome

Good public policy is critical to a well-functioning public service and in turn to a well-functioning government. This is reflected in the vision of the Institute of Public Administration Australia WA (IPAA WA) of “Excellence in the Public Sector”. IPAA WA aims to contribute to achieving that vision by developing the knowledge and skills of government sector employees working directly or indirectly in the area of policy. IPAA WA has partnered with the Nous Group since 2014 to develop and implement our well-regarded “Policy in Practice” (PiP) program. As you will read from this brochure, the PiP program will equip you with the necessary knowledge to advance your skills in the area of policy, which we all know to be critical to your community, your organisation and your career.

The PiP program gives you the tools to lead and deliver fundamental changes to policy in the increasingly complex and uncertain environment of contemporary government. You will have the opportunity to develop and apply emerging innovative approaches to policy design and delivery in a safe environment. This culminates in participants presenting their response to a policy problem to a simulated sub-committee of Cabinet, comprised of experienced Directors General and/or former Ministers.

When developing this program, IPAA WA believed it was essential to link the outcomes of the program with the Public Sector Commissioner’s (PSC) Policy Capability Framework. The framework details the capabilities required to develop evidence-based policy, helping policy officers establish and maintain policy competency. Guiding career progression pathways, the framework contributes to a more highly skilled policy workforce able to respond to new and evolving demands placed on the sector.

With the support of the PSC, IPAA WA and the Nous Group conducted the first pilot program of Policy in Practice in 2014. The program was a great success. It was run again in 2015 and 2016, with the program content updated and fine-tuned each year based on feedback from participants. Policy in Practice will be running once again in 2017.

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The Policy in Practice course was one I would recommend to anyone working in the policy area within Government. It highlighted the complexity of implementing public policy in the Western Australian government but more importantly challenged those in the public sector to work together to provide joined up thinking on complex policy challenges. Attendees with a basic knowledge of the policy process will gain a thorough understanding of how to develop and implement policy in Western Australia through this course.

Evan Stewart – Senior Policy Officer Department of Sport and Recreation

About Policy in Practice

Policy in Practice delivers the essential toolkit for tomorrow’s public sector.

High performing public servants are adept at tackling complex policy challenges, from concept to delivery. This complexity means that an increasingly broad range of skills is required if you are to be effective in government. Policy in Practice will add new tools to your toolkit, sharpen your existing skills, and unleash your policy leadership potential.

Nous Group and the Institute of Public Administration Australia WA (IPAA WA) will deliver a six day program that brings together a small group of public servants to engage with the latest techniques in policy design and delivery, and apply learnings to the contemporary policy challenges of government.

AboutNous Group

Nous Group is highly regarded for its compelling work in building capability within federal and state governments. Nous works with many of Australia’s public sector systems and institutions. Our work traverses the development of public policy, government business strategy and plans, organisational design and change management, optimisation of technology investments, and the development of public sector leaders.

The Nous facilitation team bring a depth of expertise in the WA government, insight into policy-making in complex environments, and expert facilitation skills to create a learning environment that encourages participants to grow and push their thinking. Policy in Practice will be delivered by Tom Leeming, a Principal at Nous and former Executive Director, Community and Human Services at the WA Department of the Premier and Cabinet.

Core Program

The core program will equip participants with the knowledge and skills to make a major contribution to policy development and policy implementation. Throughout the course participants have time to share their experiences and to hear the perspectives of external speakers.

Simulated Decision Making Process

Throughout this program, participants work in groups to apply new and innovative approaches to policy design and delivery, regarding a contemporary policy problem. On the final day, participants practice their skills by presenting their response to the policy problem before a panel of experienced Directors General and/or former Ministers, and receive feedback on areas for improvement.

Networks

The program provides opportunities for participants to build or reenergise their networks across the public service. These networks create strong bonds across agencies that endure throughout their careers. The final day will conclude with a networking function for current participants and Policy in Practice alumni from previous years to help you build long-lasting networks and relationships.

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The Policy in Practice course was one I would recommend to anyone working in the policy area within Government. It highlighted the complexity of implementing public policy in the Western Australian government but more importantly challenged those in the public sector to work together to provide joined up thinking on key wicked problems. Attendees with a basic knowledge of the policy process will gain a thorough understanding of how to develop and implement required policy in Western Australia through this course.

Evan Stewart – Senior Policy Officer Department of Sport and Recreation

About Nous Group

Nous Group is highly regarded for its compelling work in building capability within federal and state governments. Nous works with many of Australia’s public sector systems and institutions. Our work traverses the development of public policy, government business strategy and plans, organisational design and change management, optimisation of technology investments, and the development of public sector leaders.

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Learning Benefits and Outcomes

**Learning benefits**

Policy in Practice is ideal for those looking to take that next step and learn more about how government works – not just in theory but in practice. It provides an automatic cross-agency network and with it an opportunity to broaden your understanding of government in WA.

The program has a strong practical focus that draws on emerging innovative approaches to policy design and delivery, which provides a unique opportunity to develop and apply new policy-making skills in a safe environment.

It has been developed to support the WA Public Sector Commission’s policy capability framework. Policy in Practice will directly address many of the capabilities outlined in the framework.

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"PiP provided great in depth evidence and discussion on key components where policy often fails and exploring how to avoid these pitfalls with thorough policy practices. The structure of the course provided unparalleled access to people in the know, from senior public servants leading successful policy to CEOs who see the opportunities across the sector for the future. The contemporary learning approach of the course and connecting with other public sector policy practitioners made this an invaluable and challenging learning opportunity." – PiP Participant

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Outcomes

As a result of participating in this program, participants will:

1. **Build mastery, not just understanding:**
   - The program is designed to stretch participants and provide them with the tools to lead and deliver fundamental changes to policy in the increasingly complex and uncertain environments of contemporary government. They will be exposed to and apply emerging innovative approaches to policy design and delivery.

2. **Establish lasting networks:**
   - The program provides a platform to facilitate networking across agency silos and as such build long-lasting networks and relationships.

3. **Gain a greater understanding of WA government:**
   - Course content will be developed in conjunction with WA government agencies to ensure that the material and case studies are authentic and transferable to participants’ day to day work.

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**Is This Course Right For Me?**

<table>
<thead>
<tr>
<th>Experience in the public service</th>
<th>Knowledge of policy</th>
<th>Knowledge of government administration</th>
<th>Career intentions</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 This is my first role</td>
<td>1 It's all new to me</td>
<td>1 I know how my agency operates but am unclear beyond that</td>
<td>1 I am looking to stay in a technical speciality within government</td>
</tr>
<tr>
<td>2 I have a few years/job roles under my belt</td>
<td>2 I have worked in and around public policy</td>
<td>2 I have been involved in some cross agency work or processes</td>
<td>2 I want to work across multiple parts of the public service or in a senior management role</td>
</tr>
<tr>
<td>3 Majority of career</td>
<td>3 I have formal policy qualifications</td>
<td>3 I work regularly on cross agency or jurisdictional matters</td>
<td>3 I intend to move into a leadership role in government</td>
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</tbody>
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**Total (all three columns)**

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**If you scored:**

- **5 or less**
  - This course will stretch you. You will need to commit time to extra reading before the course and come in with an open mind.

- **6 to 9**
  - This course is designed for you. It will hone your skills and prepare you for the next step in your career.

- **10 or above**
  - This will be a great refresher with opportunities to deepen your skills and renew your networks.
Logistics

Course Requirement
The program is a six contact day program conducted over a three month period. One of these days (day 5) is a half-facilitator contact day, where attendees have a half day masterclass followed by time to do some group work. In between these contact days, attendees will be required to do some extra learning work. Attendees are required to attend all days.

2017 Course Dates
- Day 1 – Thurs 14th of September
- Day 2 – Fri 15th of September
- Day 3 – Thurs 12th of October
- Day 4 – Fri 13th of October
- Day 5 – Fri 3rd of November
- Day 6 – Tues 21st of November
*dates subject to change

Key Dates
- Launch of 2017 Program – 1st of December 2016
- Registrations Close – 11th of August 2017
- Final Day of the Program – 21st of November 2017

Time
The contact days for the program will run between 8.30am and 5.00pm on the days listed above.

Location
The contact days for the program will be conducted in the Perth CBD (venue to be announced).

Cost (ex GST)
The cost per attendee for the entire program:
- IPAA WA Individual Member - $3,900
- IPAA WA Corporate Member - $4,100
- Non Member - $4,500
The fee is fixed for the program.

Contact
To register, please visit: www.wa.ipaa.org.au/Policy-in-Practice.aspx

For more information, please contact Gavin Lewis at gavin.lewis@ipaawa.org.au or call (08) 9360 1400.

“I found the Policy in Practice course exceptional, and I use the course content every work week.”

Luke Earnshaw –
Acting Principal Policy Officer
Department of Mines and Petroleum

Policy in Practice – Registration Form

Register Online
www.wa.ipaa.org.au

Register Offline
Please print clearly and return completed form with payment to: info@ipaawa.org.au
Ph: (08) 9360 1400
Fax: (08) 9360 1410

1. Registration Type

<table>
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<th>QTY</th>
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<td></td>
<td>IPAA WA Corporate Member</td>
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<tr>
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<td>Non Member</td>
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2. Delegate Information
If you are registering multiple delegates, the IPAA WA Training Coordinator will contact the Delegate listed below for their details.

Last Name: Title (Prof/Dr/Mr/Mrs/Ms/Miss):
First Name:
Organisation:
Postal Address:
Suburb: State: Country: Post Code:
Telephone: Fax: Mobile:

Dietary/Special Requirements:

I understand and accept the conditions of the cancellation policy as outlined in the Terms and Conditions.

Signature: Date:

3. Method of payment (tick appropriate box)

- Credit Card Please charge: $ to my: □ MasterCard □ Visa □ American Express
- Card Number: Expiry date: □ Cardholder’s Name: □ Signature:

A transaction fee is payable on all credit card payments: 2% for Visa and MasterCard; 3% for American Express.

☐ Cheque (Australian Delegates Only) made payable to IPAA WA, PO Box 288, BULL CREEK WA 6149

TERMS AND CONDITIONS

Payment
Registration payment is due within 14 days of booking or before the start of the Course (whichever occurs first).

Cancellation policy
If you wish to cancel this registration, you must do so in writing on or before the 11th of August 2017. If you cancel after this day, no refund will be given.

☐ I understand and accept the conditions of the cancellation policy as outlined in the Terms and Conditions.

Signature: Date: