

# AIPM Leadership Development Guide

## 2025-2026



## AIPM Leadership Development Guide

The AIPM Leadership Development Guide includes the 2025-26 calendar, prices, rank / level participant guide, short descriptions and participant journey maps. In creating this guide we have sought to make the AIPM development strategies more transparent as we actively encourage partnership, alignment and collaboration with each of the ANZ Police jurisdictions.

The participant journey maps indicate the importance of visiting fellows, mentors and AIPM alumni in our executive leadership strategies.

Along with jurisdictional subject matter experts, they provide unique value in contextualising the complexity of policing and public safety across multiple jurisdictions.

Our visiting fellows and mentors provide tacit professional knowledge, experience and perspective to complement research, theories and development approaches. Importantly, our visiting fellows provide the close learning support essential for keeping the AIPM a trusted learning environment.

### AIPM Venue

The AIPM is available to Police jurisdictions and Public Safety agencies for their next conference or learning activity.

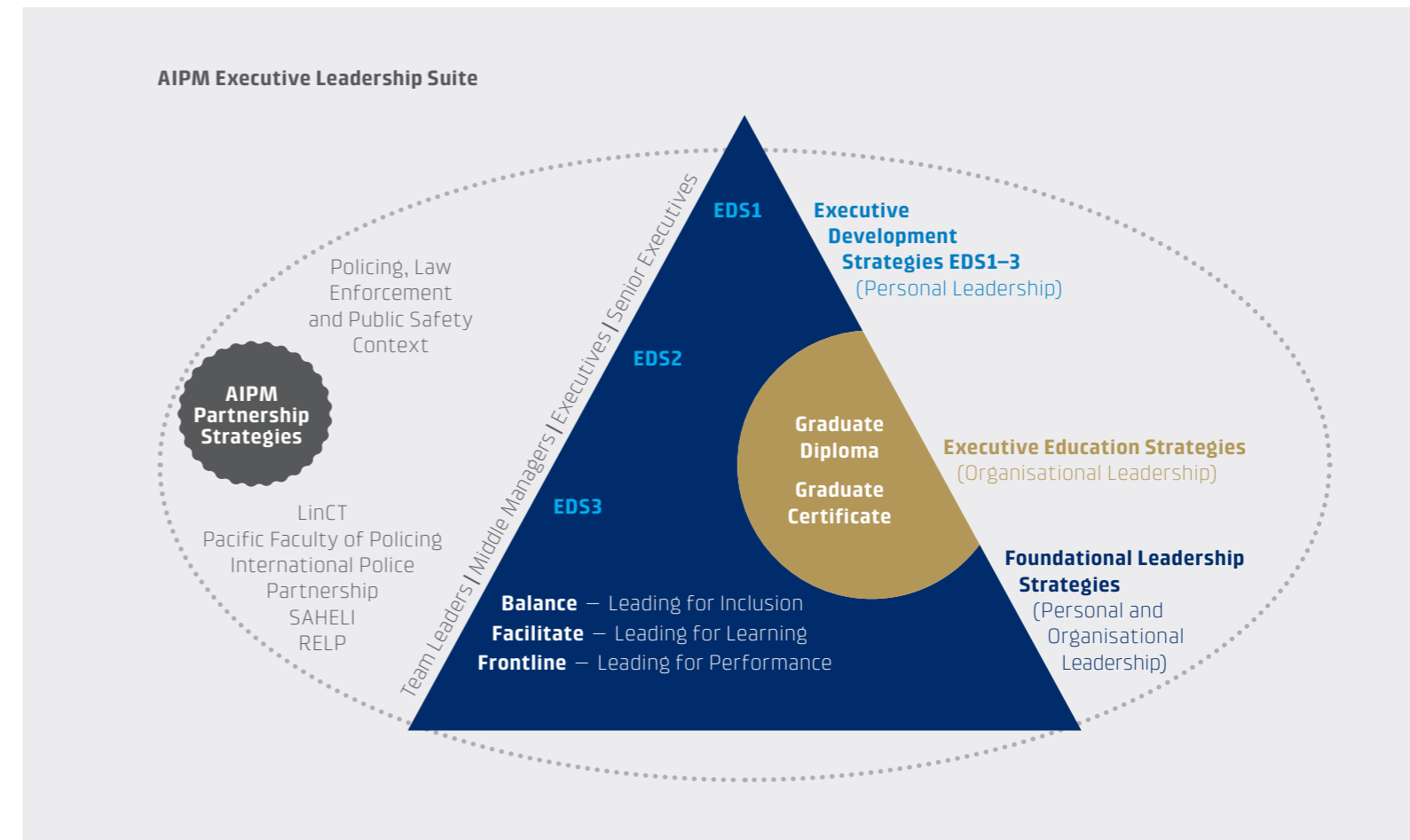
Experience an environment that will inspire, connect, engage and re-energise your team.

Located on North Head, Manly, surrounded by the Sydney Harbour National Park, with executive training facilities for all professional development needs.

For more information please visit [aipm.gov.au/venue](http://aipm.gov.au/venue)

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# AIPM Calendar 2025-26

2025

## September

Graduate Certificate nominations due for 2026

**Balance 1**  
Residential:  
15-19 September 2025

**EDS1**  
Residential 1  
22-26 September 2025

**EDS3-1**  
Residential  
22-26 September 2025

## November

**EDS3-2**  
Residential  
3-7 November 2025

Graduate Diploma nominations due for 2026

Jurisdictional nominations for Jan-Jun 2026 due

Jurisdictional reservations for 2026-27 due

2026

## February

**Facilitate**  
Residential  
3-4 February 2026

**EDS1**  
Residential 2  
9-13 February 2026

## March

**Frontline**  
Residential  
3-7 March 2026

**EDS3-3**  
Residential  
23-27 March 2026

## May

**EDS3 - 4**  
Residential  
4-8 May 2026

**Balance 2**  
Residential:  
18-22 May 2026

Jurisdictional nominations for Jul-Dec 2025 due

	MoA	APS6 Team Leader Sergeant Snr Sergeant	Executive Level 1 Inspector	Executive Level 2 Superintendent	SES Band 1 Commander Chief Superintendent	SES Band 2 Assistant Commissioner	SES Band 3 Deputy Commissioner
<b>Executive Development Strategies (EDS)</b>							
EDS1	Y						
EDS2	Y						
EDS3	Y						
<b>Executive Education Strategies (EES)</b>							
Graduate Diploma	Y						
Graduate Certificate	Y						
<b>Foundational Leadership Strategies (FLS)</b>							
Balance	Y						
Frontline: Leading for Performance	Y						
Facilitate: Leading for Learning	Y						
<b>Partnership Strategies (PS)</b>							
LinCT: Leadership in Counter Terrorism	N						
AFAC Strategic Command Program	N						

# Executive Development Strategy 1

AIPM EDS1 strengthens the leadership capability of senior executives in policing and public safety for ensuring all-of-organisation performance. EDS1 also builds the leadership capacity for future ready organisations, ensuring ongoing performance, confidence and trust for tomorrow.

AIPM EDS1 is overtly preparatory in supporting the readiness of senior executive officers to succeed in the challenges of the principal leadership role as Commissioner or Chief Executive Officers.

Through peer-based learning, facilitated discussions, coaching and organisational support, participants explore different approaches for success and leadership through the complexity of multiple internal, cross-agency and cross-boundary perspectives.

### Learning Outcomes

#### Your individual leadership:

Lead across all law enforcement/public safety sectors to deliver better outcomes and safer communities.

#### Your organizational leadership:

Build and strengthen organisational capabilities for continuity and renewal.

### Who should attend

Senior executive officers with the capability and desire to take up Commissioner or CEO roles.

Availability determined by Commissioners

### Duration

12 months

### Residential

3 residentials

### Price

ANZ Police \$18,900

Multi-Agency \$20,790

### Key Dates

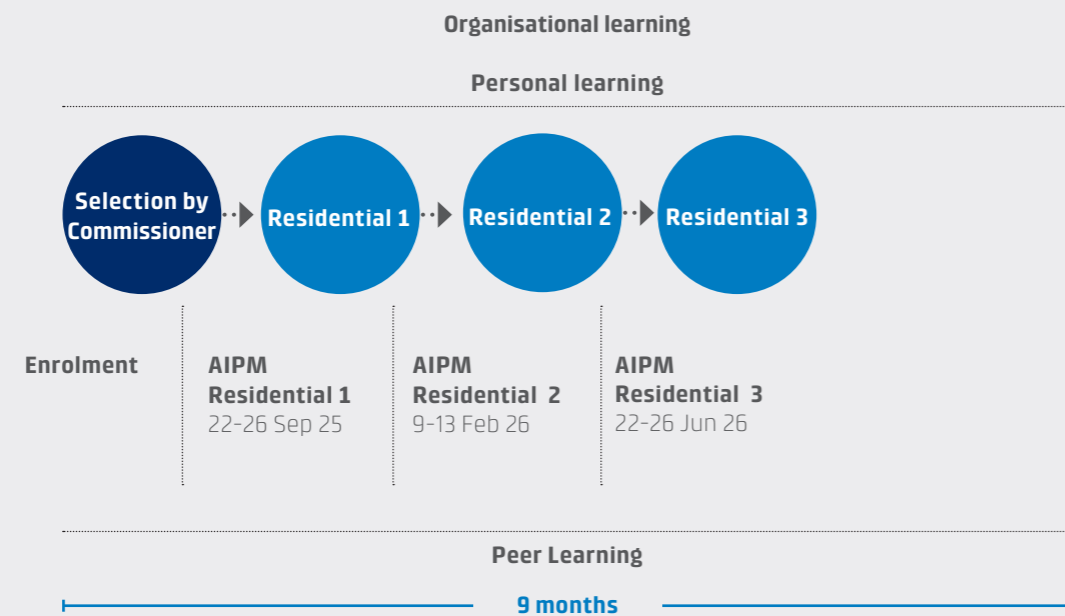
Enrolment: 11 August 2025

Residential 1: 22-26 September 2025

Residential 2: 9-13 February 2026

Residential 3: 22-26 June 2026

## Participant journey map



# Executive Development Strategy 2

AIPM EDS2 enhances the capabilities of participants to work more effectively with their senior executive team. EDS2 will sharpen their ability to make better decisions for organisational alignment and strategy and support their role in technological, cultural and operational renewal.

The EDS2 offers a broader range of development strategies including organisational engagement and personal coaching to complement peer-based learning and AIPM facilitation.

EDS2 prepares executives for the challenges of leading across the organisation and across agencies. Participants explore the changing leadership expectations, especially for police knowledge, wellness, diversity, collaboration, accountability, technical expertise and political nous, from the business area to the organisational level.

### Learning Outcomes

- Examine and interpret the technical, social and political context of policing and public safety challenges which demand solutions beyond conventional approaches.
- Plan, experiment and implement strategies to initiate new organisational practices for effective change.
- Build a culture that facilitates the leadership of others, connects people to a shared purpose, leverages difference and constructively engages with conflict arising from change.
- Exercise a broad, flexible individual leadership repertoire to deliver portfolio outcomes and foster enterprise partnerships that align and strengthen strategic results.

### Duration

6 months

### Residential

2 residentials

### Price

ANZ Police \$16,900

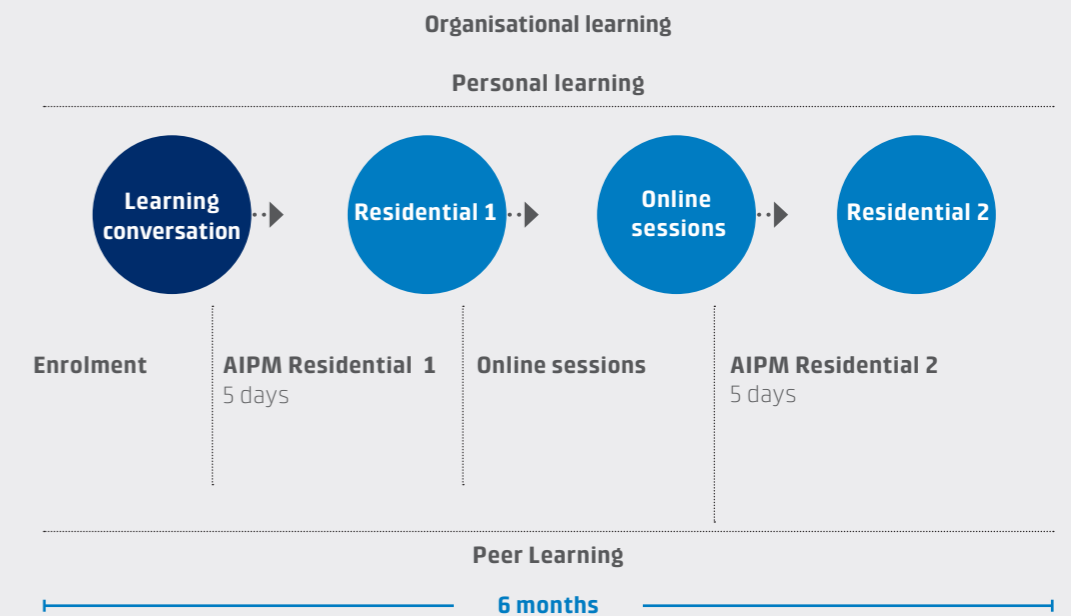
Multi-Agency \$18,590

### Who should attend

Executive level officers with the capability and desire to take up senior executive roles.

**Available in 2026-27**

## Participant journey map



# Executive Development Strategy 3

EDS3 incorporates a range of engaging and effective research-supported development approaches for middle level managers in police organisations.

EDS3 examines the leadership transition from middle management to more senior roles with a focus on individual impact and growth. The program encourages participants to leverage their own unique leadership style to build thriving, high performance teams.

For many participants, EDS3 will be their introduction to a diversity of leadership development approaches including personal learning through coaching, organisational learning through manager-participant commitments and peer based learning through residential workshops and digital engagement.

EDS3 draws upon peer and organisational perspectives of contemporary policing tensions including policy, operations, executive and team to help participants' identify and take responsibility for their own leadership and learning journey.

### Learning Outcomes

- Assess the tensions of stakeholders within a workplace challenge (both personal and organisational within role).
- Practise leadership techniques to deliver better results for current and future priorities.
- Observe behaviour patterns and preferences when managing a range of competing stakeholder perspectives.
- Expand their professional peer network in the public safety community through information exchange and giving and receiving support to achieve better results.

### Who should attend

Middle managers seeking to fully realise their potential and/or achieve better performance.

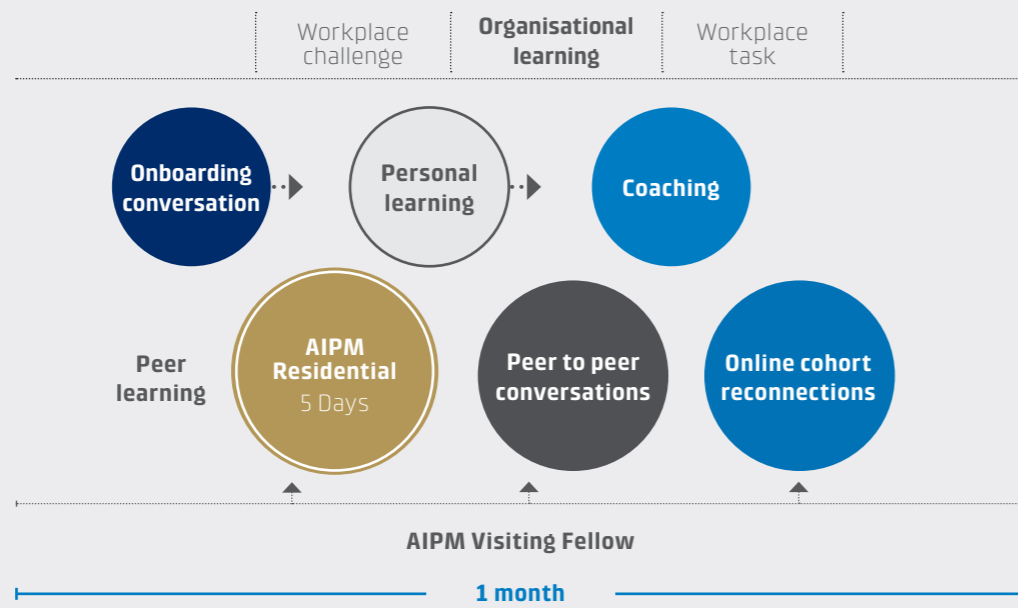
<b>Duration</b>	<b>Price</b>
1 month	ANZ Police \$7,050
<b>Residential</b>	Multi-Agency \$7,755
5 days at the AIPM	



### Participant journey map

#### Key dates

- EDS3 - 1**  
Enrolment week: 1 August 2025  
Residential: 22-26 Sep 2025
- EDS3 - 2**  
Enrolment week: 22 Sep 2025  
Residential: 3-7 Nov 2025
- EDS3 - 3**  
Enrolment week: 9 Feb 2026  
Residential: 23-27 Mar 2026
- EDS3 - 4**  
Enrolment week: 23 Mar 2026  
Residential: 4-8 May 2026



# Graduate Diploma of Executive Leadership (Policing and Emergency Services)

The AIPM Graduate Diploma is a personal and organisational commitment to education and leadership development. The length and depth of study required for success demonstrates commitment, resilience and intellectual agility.

Leadership development through academic study builds a leader's maturing capability for high levels of critical thought and enables them to be a more discerning user of research. The AIPM Graduate Diploma focusses on the role of executives in organisational leadership.

Recent design changes to the residential session shift the focus from individual completion to group based collective achievement. The residential session actively nurtures a diversity of leadership thinking and innovation in practice for achieving better organisational outcomes.

**Duration**  
11 months

**Residential**  
2 weeks at the AIPM

**Price**  
ANZ Police \$13,000  
Multi-Agency \$14,300

### Learning Outcomes

- Analyse behaviours and skills required for strategic judgment and decision-making
- Apply high-level executive communication, critical analysis and policy advocacy skills
- Recognise the importance of flexibility and creativity in problem-solving
- Understand the need for political acumen in professional settings
- Predict and analyse future public safety issues
- Evaluate your personal management style and plan a self-improvement strategy
- Critically examine the value and importance of professional connections

### Who should attend

To be eligible participants must have completed the AIPM Graduate Certificate or equivalent.

# Graduate Certificate in Applied Management (Policing and Emergency Services)

The AIPM Graduate Certificate has been a watershed moment in the professional and personal lives of many public safety leaders for almost two decades. In a refreshed and realigned delivery, the AIPM Graduate Certificate continues to be a highly impactful development opportunity.

The Graduate Certificate is a six month personal and organisational commitment to education and leadership development. Distance education builds deep personal resilience. During this long journey participants are supported by the AIPM visiting fellows.

Organisational leadership is the key focus of the education with codified knowledge and personal experience underpinning the practice of academic research, argument and writing skills - all being highly regarded skills for effective leadership.

**Duration**  
12 months

**Residential**  
2 weeks at the AIPM

**Price**  
ANZ Police \$11,150  
Multi-Agency \$12,265

### Learning Outcomes

- Develop your abilities to manage performance and results
- Develop your capability to analyse and plan for complex management problems
- Build knowledge in corporate planning, resource management and public accountability
- Assess effective processes and performance outcomes
- Formulate corporate improvement strategies
- Analyse trends influencing public safety organisations
- Critically examine your personal leadership behaviours and skills required to mobilise others

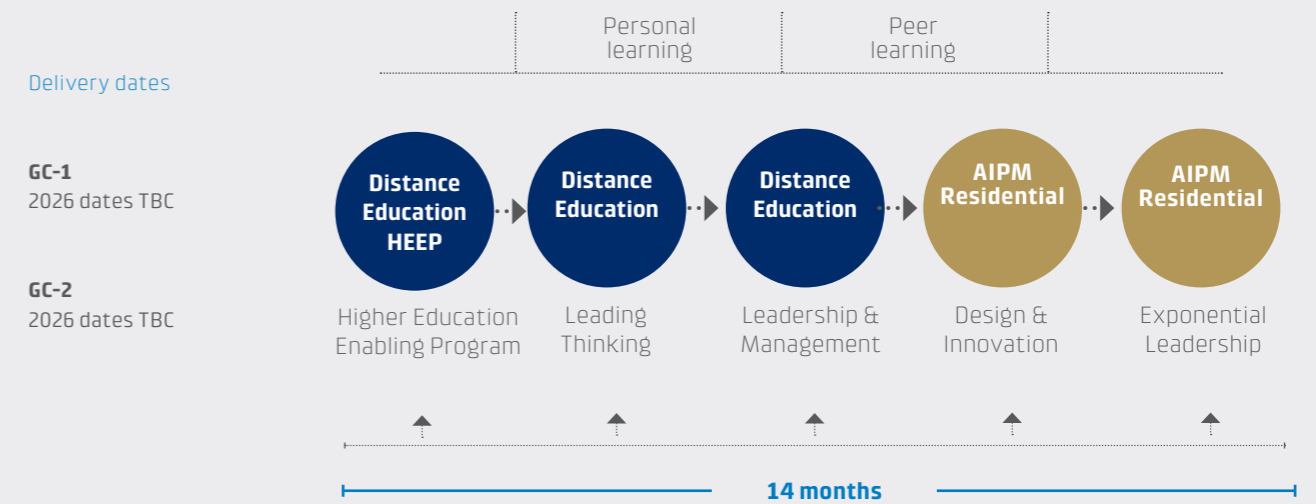
### Who should attend

Open to those who aspire to build their professional knowledge and leadership through academic study.

## Participant journey map



## Participant journey map



# Balance

AIPM Balance enhances the skills and knowledge of women in public safety, building their influence and responsibility to support better organisational performance.

AIPM Balance has been a foundational development and professional networking opportunity since its inception in 2015.

Drawing upon the key successful elements of Balance – effective development, professional networking and real time workplace application.

AIPM Balance builds a layered learning approach, moving from self-paced learning into the residential where learning occurs in the large networked cohort, within small syndicate cohorts and with the program delivery team.

### Learning Outcomes

- Deploy their leadership strengths to drive organisational performance.
- Navigate specific challenges for women in police and public safety leadership roles.
- Influence decision-makers in their organisation to shape solutions to improve gender diversity outcomes.
- Balance personal and work commitments to develop their full leadership potential.

### Who should attend

Women in leadership roles seeking to develop their own leadership approach.

### Duration

5 weeks

### Residential

5 days at the AIPM

### Price

ANZ Police \$4,750

Multi-Agency \$5,225

### Delivery dates

#### Balance 1

Enrolment: 4 August 2025

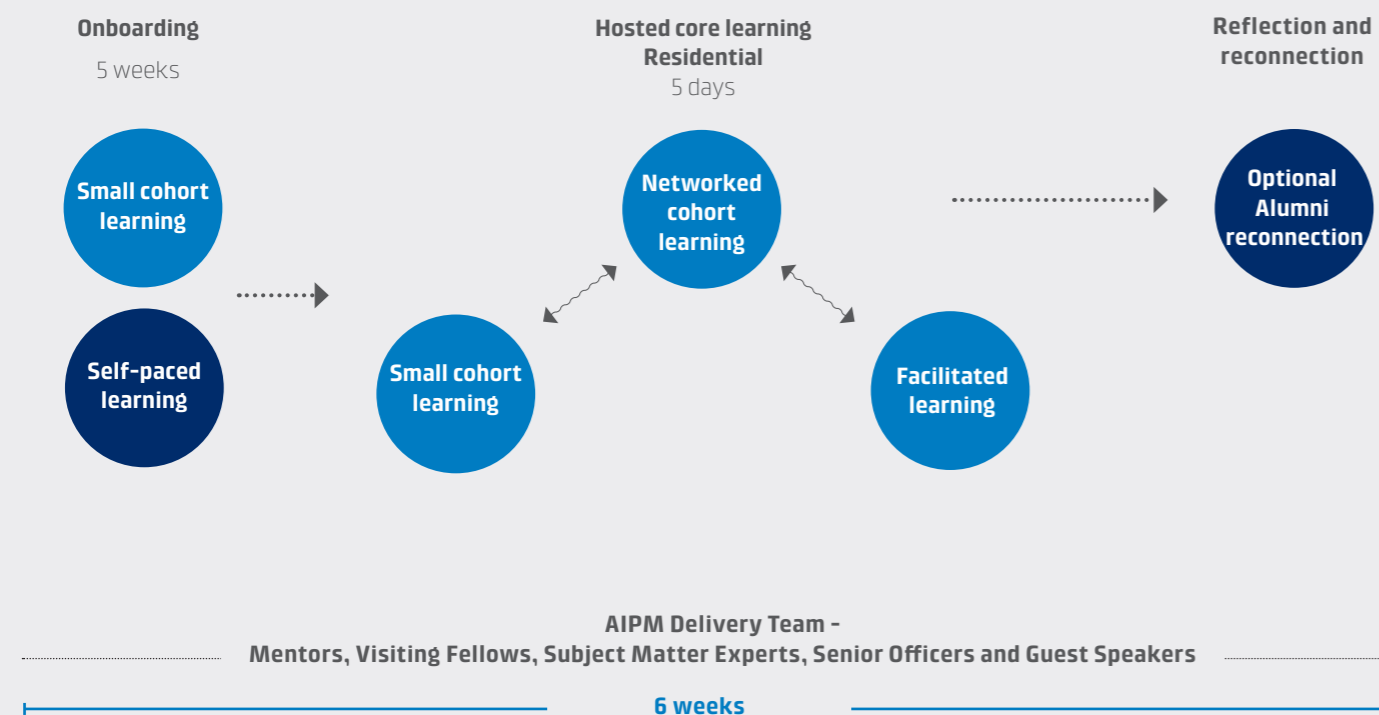
Residential: 15-19 Sep 2025

#### Balance 2

Enrolment: 6 Apr 2026

Residential: 18-22 May 2026

### Participant journey map



## Frontline: Leading for Performance

Frontline: Leading for Performance is a foundational development opportunity for building effective leadership practices and personal growth for team leaders and operational supervisors.

Better organisational performance is supported by frontline leaders capable of deploying a range of effective leadership approaches to meet the challenges posed by an increasingly complex operational environment and an increasingly diverse community and workforce.

Frontline: Leading for Performance explores leadership from the perspective of complexity and diversity, with a focus on encouraging individual capability and desire for continual growth and learning.

The program will build skills for better assessing and responding to complex operational, procedural and cultural change issues.

### Learning Outcomes

- Skilfully assess the broader context, including perspectives, priorities and interests to make effective judgements and progress complex operational, procedural and cultural change issues.
- Effectively influence others to manage competing demands, mobilise change and strengthen workplace practices.
- Exercise self-awareness and resilience when managing the tensions and demands of the leadership role.

### Who should attend

Team leaders or leaders in supervisory roles interested in learning more about leadership.

<b>Residential</b>	<b>Price</b>
5 days at the AIPM	ANZ Police \$3,740 Multi-Agency \$4,100

## Facilitate: Leading for Learning

Facilitate: Leading for Learning is a foundational development opportunity for enhancing skills for individual and organisational learning and building collective responses to current and emerging challenges.

Effective learning organisations are quicker in assessing challenges, creating opportunities and overcoming setbacks. Central to the growth of learning organisations is the role of leaders in facilitating and creating meaningful conversations which encourage collective engagement, listening and learning.

Facilitate: Leading for Learning is designed for leaders who inspire others to learn their way through unknown and unusual complex environments, for those keen to inspire a new cadre of recruits to rethink their expectations of policing and for executives keen to encourage the re-imagining of policing to find new ways to create better public safety.

### Learning Outcomes

- Examine their own facilitation approach and practices and those of their colleagues
- Engage with a group and draw out productive and valuable conversations that will promote learning and strengthen organisational outcomes
- Utilise a greater range of skills, techniques and tools to inspire learners and facilitate learning
- Recognise the difference between the process and content elements of conversations and how to move across both, to enable the group to achieve optimal outcomes
- Identify individual patterns, preferences and defaults that arise as a facilitator and develop strategies to manage yourself productively

### Who should attend

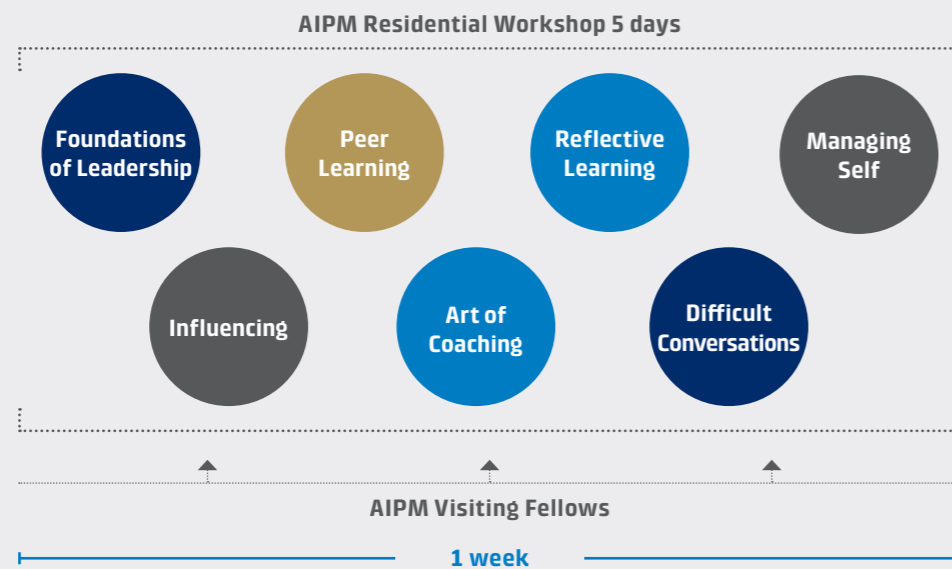
Leaders from all levels interested in developing new skills for modern police organisations.

<b>Residential</b>	<b>Price</b>
2 days at the AIPM	ANZ Police \$1,630 Multi-Agency \$1,790

### Participant journey map

#### Delivery dates

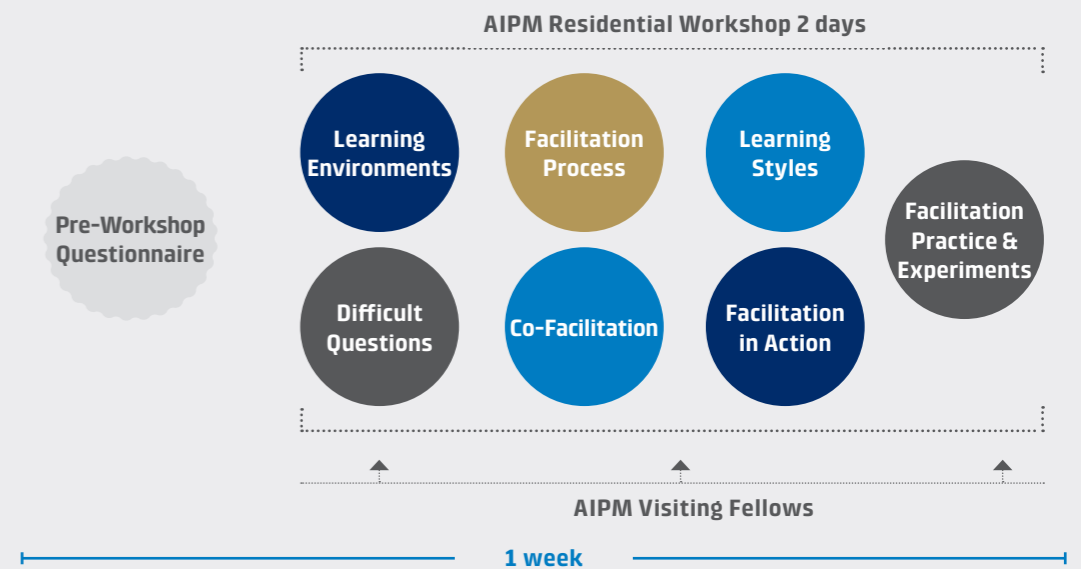
Enrolment: 26 Jan 2026  
Residential: 9-13 Mar 2026



### Participant journey map

#### Delivery dates

Enrolment: 15 Dec 2025  
Residential: 3-4 Feb 2026







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