

The Anglicare Leadership Journey

Table of Contents

Global Notes for Development Team	3
1. BEING A LEADER AT ANGLICARE	4
2. WELCOME	4
3. ANGLICARE VISION, MISSION AND VALUES	5
4. OBJECTIVES	7
5. TOPIC 1: THE ANGLICARE 2028 STRATEGY	8
6. THE ANGLICARE 2028 STRATEGY	8
7. EXERCISE	9
8. TOPIC SUMMARY	10
9. TOPIC 2: ROLE OF THE LEADER	12
10. ROLE OF THE LEADER	12
11. ROLE OF THE LEADER > THE ANGLICARE LEADERSHIP PHILOSOPHY	13
12. ROLE OF THE LEADER > FOUR LEVELS OF LEADERSHIP	16
13. ROLE OF THE LEADER > A STORY	19
14. KNOWLEDGE CHECK 1	19
15. TOPIC SUMMARY	19
16. TOPIC 3: THE LEADERSHIP FRAMEWORK	19
17. THE LEADERSHIP FRAMEWORK	19
18. THE LEADERSHIP FRAMEWORK > THE CAPABILITY FRAMEWORK	20
19. KNOWLEDGE CHECK 2	21
20. TOPIC SUMMARY	22

21. TOPIC 4: APPLYING THE PILLARS	20
22. COURSE SUMMARY AND REFLECTION	21
23. COURSE SUMMARY	21
24. REFLECTION	21
25. CONCLUSION	23

Global Notes for Development Team

- The course uses a female narrator who represents a senior Anglicare leader. Use different poses and expressions for the narrator on the different screens of the course.
Suggestion: She could be the character Vicki from the Storyline set.
- The narrator character being female, the audio narration should be in a female voice.
- Where backgrounds are recommended, use colours and styles per approved pallet and branding guidelines.


				1	
Page Title	BEING A LEADER AT ANGLICARE	Type	Text and Static Image / Graphic	Number	1
Screen Layout					
<Insert reference screenshot for page end state or other visual references here.>					
Event	Audio	On-Screen Text (OST)	Internal Development Notes		
1.	None	Being a Leader at Anglicare	<p>This is the course title or landing page. Build a Splash page with the images provided by the Anglicare.</p> <p>Animate:</p> <ul style="list-style-type: none">The images could come in one at a time, and form a collage/pattern on the screen. <p>Note to Anglicare: Can the following images be used?</p> <ul style="list-style-type: none">https://www.everyaustraliancounts.com.au/wp-content/uploads/anglicare_report_img.jpg Do not usehttps://www.abc.net.au/news/image/9711780-3x2-940x627.jpghttps://encrypted-tbno.gstatic.com/images?q=tbn:ANDgGcQWb6f4zUmQSWgdC-J6yhDXq3ldU-AqJdgbtwJxfrvBCb2flvpVhttps://anglicarecq.org.au/wp-content/uploads/AnglicareBiloela_0077.jpg Do not usehttps://www.anglicare.com.au/wp-content/uploads/2016/08/IMG_3969edit-1024x692.jpg Do not use <p>Michael to share images for use (refer to the PPT)</p> <ul style="list-style-type: none">Then the course title appears.		

					1		
Page Title		WELCOME		Type	Text and Static Image / Graphic	Number	2
Screen Layout							
Event	Audio		On-Screen Text (OST)			Internal Development Notes	

2.	<p>Hi, I'm Vicki. Welcome to the Anglicare leadership journey where you will learn about being a leader at Anglicare</p> <p>Effective leadership and a healthy leadership culture are the keys to the success of Anglicare's mission.</p>	<p>Effective leadership and a healthy leadership culture are the keys to the success of Anglicare's mission.</p>	<p>This is the welcome page.</p> <p>The female narrator is introduced here. The screen opens with her in place. Show her in a welcoming pose and with a smile.</p> <p>In sync with audio para 2, change the narrator's pose a little, bring up a speech bubble for the narrator and display the OST in the bubble.</p>
----	---	--	--

1


Page Title	ANGLICARE VISION, MISSION AND VALUES		Type	Text and Static Image / Graphic	Number	3
Screen Layout						
Event	Audio	On-Screen Text (OST)			Internal Development Notes	
3.	<p>Before we begin, let’s take a quick look at our vision, our mission and the values we work with.</p> <p>Our vision is - Christ honoured, lives enriched and communities strengthened.</p> <p>Our Mission states that Anglicare exists to serve people in need, enrich lives and share the love of Jesus.</p> <p>We share the love of Jesus and value all people as made in the image of the living God.</p> <p>This inspires us to act with the values:</p> <ul style="list-style-type: none">- Integrity - We actively promote a culture of trust and respect.- Justice - We honour and uphold the right to dignity and an enriched life.- Compassion - We connect with individuals by seeking to understand their feelings, thoughts, needs and experiences.	<p>VISION</p> <p>Christ honoured, lives enriched and communities strengthened</p> <p>MISSION</p> <p>We exist to serve people in need, enrich lives and share the love of Jesus</p> <p>VALUES</p> <p>We share the love of Jesus and value all people as made in the image of the living God.</p> <p>We act with:</p> <p>Integrity</p> <p>Justice</p> <p>Compassion</p> <p>Excellence</p>			<p>Retain the narrator on screen.</p> <p>With Para 1, the narrator is seen smiling with her hands by her sides. Her pose could be changed to show her pointing to the OST.</p> <p>Bring in the three terms VISION, MISSION and VALUES.</p> <p>In sync with the next set of audio paragraphs, display the OST descriptions for VISION, MISSION and VALUES.</p> <p>With the OST, build an attractive infographic, progressively.</p> <p>Suggested infographic:</p>	

	<p>- Excellence - We seek to exceed the expectations of those we serve and achieve the highest standards in all we do.</p>		<p>ID: 212391865</p> 
--	--	--	--

Page Title		OBJECTIVES	Type	Text and Static Image / Graphic	Number	4
Screen Layout						
Event	Audio	On-Screen Text (OST)			Internal Development Notes	
4.	<p>In this course, you will learn how you can align yourself and your actions to Anglicare's vision, mission and values to develop into an effective leader, contributing to our mission and strategy.</p> <p>This course will take you through:</p> <ul style="list-style-type: none"> The Anglicare 2028 strategy – Growing in Purpose The role of leaders in implementing the strategy and The Anglicare leadership framework <p>Additionally, you will practice applying the Framework to your role as a leader.</p>	<p>This course will take you through:</p> <ul style="list-style-type: none"> The Anglicare 2028 strategy – Growing in Purpose The role of leaders in implementing the strategy The Anglicare leadership framework Applying the Framework to your role as a leader 			<p>This is the Course Objectives page.</p> <p>Retain the narrator and show her in suitable poses as the audio and OST play out.</p>	

<Insert Counter>

Page Title	THE ANGLICARE 2028 STRATEGY		Type	Interactive - Click to Reveal	Number	5
Screen Layout						
Event	Audio	On-Screen Text (OST)	Internal Development Notes			
1.	<p>Let's begin by identifying what the Anglicare 2028 strategy is.</p> <p>Growing in Purpose, by the year 2028, Anglicare intends to spread significantly across areas where the greatest needs are identified.</p> <p>To do this with compassion and excellence, integrity and justice, Anglicare has defined a strategy based on three pillars - Centred in Christ, Serving our customers, and Strengthening Community.</p>	<p>Our Growing in Purpose strategy is built on Three Pillars</p> <p>Centred in Christ</p> <p>Serving Our Customers</p> <p>Strengthening Community</p>	<p>Suggestions for icons to use:</p> <ul style="list-style-type: none">Centred in Christ: ID 396492643Serving Our Customers: ID 751559425Strengthening Community: ID 1329664076			
2.	<p>Select each icon to learn why, and how you can align yourself to this strategy.</p>	<p>Select each icon to learn why, and how you can align yourself to this strategy.</p>	<p>Add instruction text and enable interactive elements.</p>			
Centred in Christ						
1.1	<p>As leaders, we will create and maintain a culture where all our words and actions demonstrate our love of Jesus Christ to all and provide opportunities for people to encounter Him</p>	<p>We want to honour Jesus Christ in all we do.</p> <p>To do so, as leaders, we will create and maintain a culture where all our words and actions demonstrate our love of Jesus Christ to all and provide opportunities for people to encounter Him.</p>	<p>These are the audio and OST when the first icon is selected.</p> <p>Suggested image for the popup page: ID: 118021708</p>			

Event	Audio	On-Screen Text (OST)	Internal Development Notes
5.	<p><i>As a leader at Anglicare, based on your understanding of Anglicare's 2028 strategy, identify your own Growing in Purpose strategies.</i></p> <p><i>Download and complete the Growing in Purpose form. You're encouraged to revisit this periodically to assess yourself against your goals and be guided by them in all your actions and words.</i></p>	<p>Identify your goals as a leader at Anglicare.</p> <p>Download the Growing in Purpose form by selecting the link.</p> <p><Link here></p> <p>Complete the form and retain it as a reference. You can revisit it periodically to assess yourself against the goals you've set for yourself.</p>	<p>Bring in the narrator for this page.</p> <p>Add a general image on the right bottom corner.</p> <p>This is an offline exercise.</p> <p>The learner will download a form by clicking a given link and will complete the form offline.</p> <p>Suggested image for the page: ID: 1015039066</p>  <p>Link to the form – Page 1 of GzoPRINT_4725_StrategicPlan_A6Gatefold_Aug18_PRESS[2]</p>

				1
Page Title	TOPIC SUMMARY	Type	Text and Static Image / Graphic	Number
Screen Layout				

Strategy 2028


Summary

Growing in Purpose:


- Centred in Christ
- Serving our Customers
- Strengthening Community




Event	Audio	On-Screen Text (OST)	Internal Development Notes
6.	<p>To summarise, the Anglicare 2028 Growing in Purpose strategy defines how Anglicare intends to grow significantly and you have a role in bringing the Three Pillars to life</p> <p>Let's understand more about the role of leaders at Anglicare.</p>	<p>Growing in Purpose:</p> <ul style="list-style-type: none"> • Centred in Christ • Serving our Customers • Strengthening Community 	<p>This is the topic summary page.</p> <p>Retain the narrator and show her in suitable poses as the audio and OST play out.</p> <p>A generic image for summaries could also be used space permitting.</p> <p>A possible layout for summary screens is suggested above.</p> <p>Note to the Anglicare: The intent is to keep the connect to the topic being summarised here.</p> <p>Suggestion for development team– Explain the topic summary, and then have turn into a puzzle piece (just show one/four of the below – all will link up)</p> <p>Refer below – ID 1298072068</p>

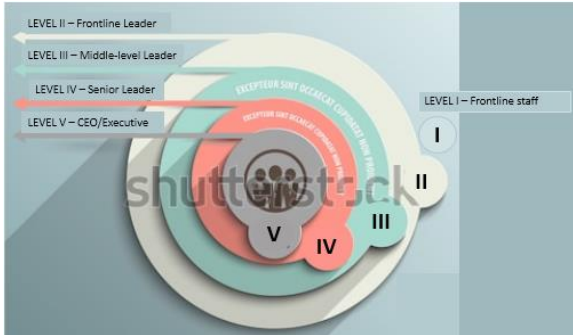
			
--	--	--	---

TOPIC 2: ROLE OF THE LEADER

				1		
Page Title	ROLE OF THE LEADER		Type	Text and Static Image / Graphic	Number	8
Screen Layout						
Event	Audio	On-Screen Text (OST)		Internal Development Notes		
7.	<p>What is your definition of a leader?</p> <p>Recall leaders you admire and identify the qualities you see in them.</p> <p>Some of the qualities that may come to mind are that leaders:</p> <ul style="list-style-type: none">• Have a clear vision• Set goals and direction• Value their people• Win with their team	<p>Who is a Leader?</p> <p>Leaders I admire</p>		<p>A possible layout for the screen is suggested above.</p> <p>Audio Para 1: Along with the title, fade in the image of the person (green one) and the thought bubble with the two people icons.</p> <p>Audio Para 2: In sync with audio, build the 4 thought bubbles and their text.</p> <p>Image IDs: 531025375, 100196357</p> <div><p>ROLE OF THE LEADER</p><p>Who is a leader?</p></div>		

Page Title	ROLE OF THE LEADER > THE ANGLICARE LEADERSHIP PHILOSOPHY	Type	Interactive - Click to Reveal	Number	9
Screen Layout					
Event	Audio	On-Screen Text (OST)	Internal Development Notes		
3.	<p>At Anglicare too, we have developed a leadership philosophy that guides us on the attributes our leaders are expected to have and the capabilities and behaviours they must display at the leadership level they operate in.</p> <p><i>Select each image to learn about leadership attributes and associated capabilities.</i></p>	<p>LEADERSHIP PHILOSOPHY</p> <p>Serve people in need Lead for the good of others Lead with justice, integrity and excellence Value our people Serve residents, clients, customers and supporters</p>	<p>A 5-tab interaction Suggested Image ID: 1176385405 Include icons for each tab. Provide a suitable background for the page.</p> 		
4.		<i>Select each image to learn about leadership attributes and associated strategies.</i>	Add instruction text and enable interactive elements.		
Serve people in need					
1.1	<p>Anglicare exists to serve people in need, enrich lives and share the love of Jesus.</p>	<p>Anglicare exists to serve people in need, enrich lives and share the love of Jesus. Example: <to be received></p>	<p>Information for Tab 1</p> <p>Note to Anglicare: Please provide simple examples to demonstrate actions that align with each attribute described in the Leadership Philosophy.</p> <p>Note for developers: See Michael's note – please put a placeholder until this arrives. We will share with you asap.</p>		
Lead for the good of others					

2.1	At Anglicare, leaders lead for the good of others, constantly working towards a clear and determined mission.	Anglicare leaders seek to lead for the good of others and recognise the model of leadership seen in the example of Jesus, who, with a clear and determined mission, worked constantly towards it.. Example: <to be received>	Tab 2
Lead with justice, integrity and excellence			
3.1	At Anglicare, leaders aim to balance compassion with justice, demonstrate integrity with grace, and strive for excellence in all that they do. Their commercial acumen, competitive drive and innovative ways ensure Anglicare's success. Example: <to be received>	At Anglicare, leaders balance compassion with justice, demonstrate integrity with grace and work towards excellence in all their actions. You demonstrate commercial acumen, competitive drive and innovative ways of thinking that help ensure Anglicare's success. Example: <to be received>	Tab 3
Value our people			
4.1	Anglicare leaders value our people, recognising and developing their talents. You take care in appointing people who are aligned to Anglicare's mission and values. You set clear expectations, provide feedback and motivate their staff to excel.	Anglicare leaders value our people, recognising and developing their talents. You take care in appointing people who are aligned to Anglicare's mission and values. You create an environment that enables their staff to grow and perform at their best,, setting clear expectations, providing feedback and motivating their staff to excel. Example: <to be received>	Tab 4
Serve residents, clients, customers and supporters			
5.1	Based on Christian values, Anglicare leaders serve our residents, clients, customers, and supporters, seeking to build and nurture effective partnerships with our communities and parishes.	Based on Christian values, Anglicare leaders serve our residents, clients, customers, and supporters seeking to build and nurture effective partnerships with our communities and parishes, thus realising Anglicare's vision of Jesus Christ honoured, lives enriched and communities strengthened. Example: <to be received>	Tab 5

Page Title	ROLE OF THE LEADER > FOUR LEVELS OF LEADERSHIP	Type	Text and Static Image / Graphic	Number	10
Screen Layout					
					
Event	Audio	On-Screen Text (OST)	Internal Development Notes		
8.	<p>We mentioned leadership levels in the context of attributes required in our leaders. Let's take a quick look at what these levels are.</p> <p>Based on our leadership philosophy, we have developed our leadership framework, which defines four leadership levels:</p> <p>At Level 2, we have the Frontline leaders.</p> <p>At Level 3, there are the Middle-level leaders.</p> <p>At Level 4, we have our senior leaders.</p> <p>And at Level 5, we have our executive team including, our CEO.</p> <p>We will discuss more details of the capabilities and attributes associated with each leadership level in a subsequent topic. Please also refer to the Leadership Framework and Guide for more information.</p> <p>You may have noticed I missed Level 1. These are our Frontline staff — While our framework focuses on level 2</p>	<p>LEVEL I – Frontline Staff</p> <p>LEVEL II – Frontline Leader</p> <p>LEVEL III – Middle-level Leader</p> <p>LEVEL IV – Senior Leader</p> <p>LEVEL V – CEO/Executive</p> <p>'Leadership Framework and Guide'</p>	<p>A possible layout for the screen is suggested above.</p> <p>Animate:</p> <p>Start with just the image with circular layers.</p> <p>Then add the central icon of a set of people.</p> <p>Then display the OST (Roman numerals and corresponding text boxes) in sync with the audio.</p> <p>Image ID: 175091951</p> <p>Note: The text in white inside the circle layers needs to be removed.</p>		


	<p>and above we recognise many of our frontline staff have leadership abilities they use regularly in their roles.</p> <p>Click the video to learn more about Anglicare's Leadership Framework.</p>	<p>Click the video to learn more about Anglicare's Leadership Framework.</p>	<p>Insert downloadable Leadership Framework and Guide, link in the top right corner.</p> <p>Transition to video preview and click to play button.</p>
--	---	--	---

Page Title		ROLE OF THE LEADER > A STORY		Type	Text and Static Image / Graphic		Number	11
Screen Layout								
Event	Audio		On-Screen Text (OST)			Internal Development Notes		
9.	<Story to be included here when received>					Anglicare Asset Links – Links		

Page Title	KNOWLEDGE CHECK 1		Type	Textual MRQ (Multi-Select)	Number	12
Question Stem	<p>You are leading an exciting new initiative - the Mobile Community Pantry. Operating from a purpose-built van stocked with grocery supplies, the pantry enables people on a low income to purchase groceries at nominal prices.</p> <p>Through this initiative, you and your team are networking with several parishes to help them meet the nutrition needs in their local communities.</p> <p>Which leadership philosophy components does this activity most closely align to?</p> <p>Note to the Anglicare:</p> <p>This example is based on information in: https://www.anglicare.org.au/media/2951/anglicaresydney_annualreview_20152016.pdf</p> <p>Please validate the question and the feedback provided for the correct and incorrect responses.</p>					

Instruction	Select the correct options and Submit.
Options	<input type="checkbox"/> Serve people in need <input type="checkbox"/> Lead with justice, integrity and excellence <input type="checkbox"/> Serve residents, clients, customers and supporters <input type="checkbox"/> Build and nurture effective partnerships with our community and parishes
Correct Feedback	That's right. "Serve people in need" and "Serve residents, clients, customers and supporters" are the components that this initiative closely aligns to. When you serve people in need, you enrich lives and share the love of Jesus. With your initiative, you are seeking to build and nurture effective partnerships with our communities and parishes, thus realising Anglicare's vision of strengthening communities.
Incorrect Feedback	Not quite. "Serve people in need" and "Serve residents, clients, customers and supporters" are the components that this initiative closely aligns to. When you serve people in need, you enrich lives and share the love of Jesus. With your initiative, you are seeking to build and nurture effective partnerships with our communities and parishes, thus realising Anglicare's vision of strengthening communities.
Visual Feedback	Please show visual indicators for correct/incorrect selection(s) and answers.

Page Title	TOPIC SUMMARY		Type	Text and Static Image / Graphic	Number	13
Screen Layout						
Event	Audio	On-Screen Text (OST)		Internal Development Notes		
10.	<p>To align yourself to Anglicare’s leadership philosophy:</p> <ul style="list-style-type: none">• Serve people in need• Lead for the Good of others• Lead with justice, integrity and excellence• Value our people• Serve residents, clients, customers and supporters in ways that reflect our Christian values <p>At Anglicare, development opportunities are available to leaders who have imbibed the leadership philosophy and place it at the core of all their decisions and actions.</p> <p>Next, we will discuss the leadership framework.</p>	<p>Based on Anglicare’s leadership philosophy:</p> <ul style="list-style-type: none">• Serve people in need• Lead for the Good of others• Lead with justice, integrity and excellence• Value our people• Serve residents, clients, customers and supporters in ways that reflect our Christian values		<p>This is the topic summary page.</p> <p>Retain the narrator and show her in suitable poses as the audio and OST play out.</p> <p>A generic image for summaries could also be used, space permitting.</p> <p>Suggestion – Explain the topic summary, and then have it link back to the learning outcomes/previous summaries by having it join a table/puzzle pieces to continue to link it back. (Show 3/4)</p> <p>Refer below –</p>		

			ID 1298072068 
--	--	--	--

Page Title	THE LEADERSHIP FRAMEWORK		Type	Text and Static Image / Graphic	Number	14
Screen Layout						
Event	Audio	On-Screen Text (OST)			Internal Development Notes	
11.	<p>As previously explained, our leadership framework is rooted in our leadership philosophy.</p> <p>The Anglicare Leadership framework outlines:</p> <ul style="list-style-type: none">• The attributes and capabilities to succeed as a leader• The leadership qualities expected of others in your team, including your manager• Guidance for conversations with people in your team about the skills and behaviour they need to develop to be successful leaders <p>Select <i>PLAY</i> to view an explanatory video about the capability pillars and how you, as a leader, can associate with them in all the decisions and strategies you adopt.</p>	<p>The framework outlines:</p> <p>Attributes and capabilities you need to succeed in your current or future leadership role</p> <p>Qualities others in your team need</p> <p>Skills and behaviours needed at all levels providing opportunities for you to coach current and future leaders</p> <p>Select <i>PLAY</i> to learn more about Anglicare’s Leadership Framework.</p>			<p>Build an image of the Leadership Framework all flying in to create the framework.</p> <p>Animate:</p> <p>Show a shadow of the framework to the left of the page with no in the framework - with the OST of what the framework outlines as a focus.</p> <p>Followed by a play button for the video.</p>	

TOPIC 4: APPLYING THE PILLARS

NOTE:


As the scenario-based interactions also use branching in places, we have laid them out in a PowerPoint file to clearly demarcate the option choices and their feedback in individual slides.

Pages 18 to 21

3

1	
---	--

Page Title		REFLECTION	Type	Text and Static Image / Graphic	Number	23
Screen Layout						
Event	Audio		On-Screen Text (OST)		Internal Development Notes	

13.	<p>Earlier in the course, you filled out a form with your self-developed goals to guide your alignment to Anglicare's Strategy 2028.</p> <p>You have now completed the Anglicare leadership Journey. Revisit the form and evaluate your self-goals for Strategy 2028. If you need to reset any, you can do so now. Take the time to discuss with your manager at your next coaching session.</p> <p>Reflection is a great leadership tool. Take the time to review your goals periodically to keep yourself aligned to the strategy.</p> <p>Be guided by the pillars in all your actions and decisions. Ask yourself - is it Christ Centred, is it Customer Focused, is it Community Strengthening?</p>	<p>REFLECTION</p> <p>Reflect on your self-goals.</p> <p>Be guided by the pillars</p> <p>Ask yourself</p> <p>Is it Christ Centred?</p> <p>Is it Customer Focused?</p> <p>Is it Community Strengthening?</p>	<p>This is the course conclusion page.</p> <p>Use creative fonts for the OST.</p> <p>Reference Image ID: 711364114</p> 
-----	---	---	--

Page Title	CONCLUSION	Type	Text and Static Image / Graphic	Number	24
Screen Layout					
Event	Audio	On-Screen Text (OST)		Internal Development Notes	
14.	<Placeholder for wrap-up statement and/or video relating to leadership>			Note to Anglicare: Please provide a final message to managers from Anglicare leadership.	