



# Get your team future fit. Fast.

Tailored Executive Education





**Continuous learning can give your organisation all it needs in a fast-changing world.**

**QUTeX offers a flexible, affordable selection of Short Courses, Professional Development and Postgraduate Courses, all backed by the proven strength of a leading university, QUT.**

Our purpose is to help you and your organisation not only survive but equip you to thrive in times of change.

QUTeX can help your team to extend their existing skills, develop new skills, become more adaptable, more multi-disciplined and more valuable in the future.

Learning with us, you'll benefit from rigorously developed real world courses that draw on QUT's vast network of resources, research, experience and delivery.

That's why we say that with QUTeX, you can **Get your team future fit. Fast.**

**eXplore your options [qut.edu.au/qutex](http://qut.edu.au/qutex)**

**47%**

Of tasks by people are expected to be automated by 2030.

\*McKinsey Australia, 2018

**2.5x**

Is the rate at which soft skill intensive occupations will grow.

\*EY, 2019

**92%**

Of employers say soft skills matter as much or more than hard skills.

\*\*LinkedIn, 2019

**8 in 10**

Executives in a survey viewed continuous learning as an important or very important issue.

\*Deloitte Human Capital Trends





# Invest in your greatest asset. Your people.

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## Credible

You will partner with a quality provider consistently ranked by corporations and learners as one of Australia's top 3 business schools. Our world-class educators, coaches, industry experts and practitioners advance the public interest and generate solutions to some of the world's most urgent and challenging issues. You will partner, learn and grow with the best.

## Connected

We connect theory with practice to create powerful and enduring connections. Our rich engagement with industry and the public service, combined with QUT's broad areas of real-world expertise and experience, allows us to work with you and your organisation to more effectively design and deliver skills and capabilities that are fit-for-purpose today and into the future.

### Pathways to so much more

Only by partnering with a university, can you create a program that can **pathway** into a globally-recognised qualification, like an MBA or Graduate Certificate.



For organisations seeking an **outsourced, tailored, management solution** to deliver their specific capability needs...

...QUTeX delivers a **whole of university** service offering...

## Customised

Based on the adept needs of your organisation, we work with you to create a program that is fit-for-purpose, tailored to your requirements, and can easily be embedded back into your business.

## Contextualised

Learning is crafted specifically for your environment and to reflect the current and future state of your industry.



QUT Business School is consistently ranked amongst the world's top 85 business schools for customised education, and is Australia's first business school with triple international accreditation.



EXECUTIVE  
EDUCATION  
2023 RANKING

## Current

We leverage and integrate intellectual capital from across the university to co-create high impact education solutions that are relevant and encompass global trends and best practice.

9

University research centres representing high-quality, focused research activity.





## Accessible and Sustainable

Learning is accessible, flexible, transferrable, and sustainable within your organisation. It's work-based learning that is meaningful and applicable to your workplace.

Programs can be scaled for geographic or cross-organisation reach. Learning is limitless.

## Strategically Aligned

We work with you to understand your strategic objectives, to develop learning solutions that are aligned with your organisational goals.

## Value-Loaded

From fixed-price, off-the-shelf learning, to custom solutions, we offer a competitive service that is easily justifiable.

**Professional development is just the beginning.** We also offer everything from graduate placements, to work integrated learning, research projects and more.

## Measurable

Through creating a solution that is entirely tailored for your business, quantifiable outcomes may include:



...easily accessed through  
**innovative technology...**

...with demonstrable **return on investment**, to drive savings, efficiency and retention of talent.



## Technology-Infused

Our digital learning framework and learner-centred approach means we always put the learner first, no matter where or how they study.

We provide learning experiences across a digital continuum that spans from digital-rich classrooms to fully online.

## Immersive

We embrace extended reality (XR) and virtual reality (VR) technologies in our learning and teaching.

Go full screen and take a spin around some of the immersive 360° video productions.

[Experience VR and XR at QUT](#)





# A collaborative approach

As your partner, we offer you an innovative approach and methodology to **co-design, co-develop and co-deliver** a program that leverages our expertise and experience in the development of capability.

Our rich engagement with industry and the public service, combined with QUT's broad areas of real-world expertise and experience, allows us to work with you and your organisation to more effectively design and deliver skills and capabilities that are fit-for-purpose today and into the future.

We leverage and integrate intellectual capital from across the university to co-create high impact, custom education solutions with local, national and international corporate and government organisations, that are relevant, and encompass global trends and best practice.

eXplore your options [qut.edu.au/qutex](http://qut.edu.au/qutex)

## How it works



### eXplore

Partnerships begin with getting to know each other. We start by exploring your organisation and defining your unique challenges and goals. We assist you to know what you don't know.



### eXpand

Our expert facilitators and coaches co-deliver work-based blended learning experiences to change team and individual behaviours and make a difference in your organisation.



### eXecute

Our facilitators and coaches work closely with subject-matter experts to co-deliver and execute an educational solution that guides your team through a work-based blended, learning experience.



### eXamine

We debrief with you to evaluate your team's learning and how your business outcomes have been achieved.

# We co-design with you, for you

As the agent for the whole university, our partnership model ensures the requisite experience is matched to the task at hand.

To support you in your endeavour and to provide consistency through the engagement, QUTeX will establish a co-design team, including a Lead Academic, Learning Designer(s), a dedicated Partnership Manager, and Client Service Team.

## Relax. You're in good hands.

Our engagement model connects you with the best in the business, allowing you more time to focus on your desired business outcomes.

**The Learning Designer(s)** is a highly experienced 'learning innovator' who designs engaging learning experiences - based on proven educational practice - which facilitate optimal learning outcomes for your team.

**The Lead Academic** will design and deliver your program based on the most up to date discipline content in collaboration with experts across the University.

Your dedicated **Partnership Manager** and the **Client Service Team** will be your one point of contact and team of support throughout. Fielding enquiries and supporting the your team and program participants through the engagement.



# Learn from the best

Our pracacademics are academically qualified with industry expertise, making them **experts in translating business theory into practical learning solutions.**

From transformation to wellness, from local to global, our world-class educators, coaches, industry experts and practitioners advance the public interest and generate solutions to the world's most urgent and challenging issues.

In the classroom (virtual or face-to-face) they lead a variety of stimulating, thought-provoking sessions.

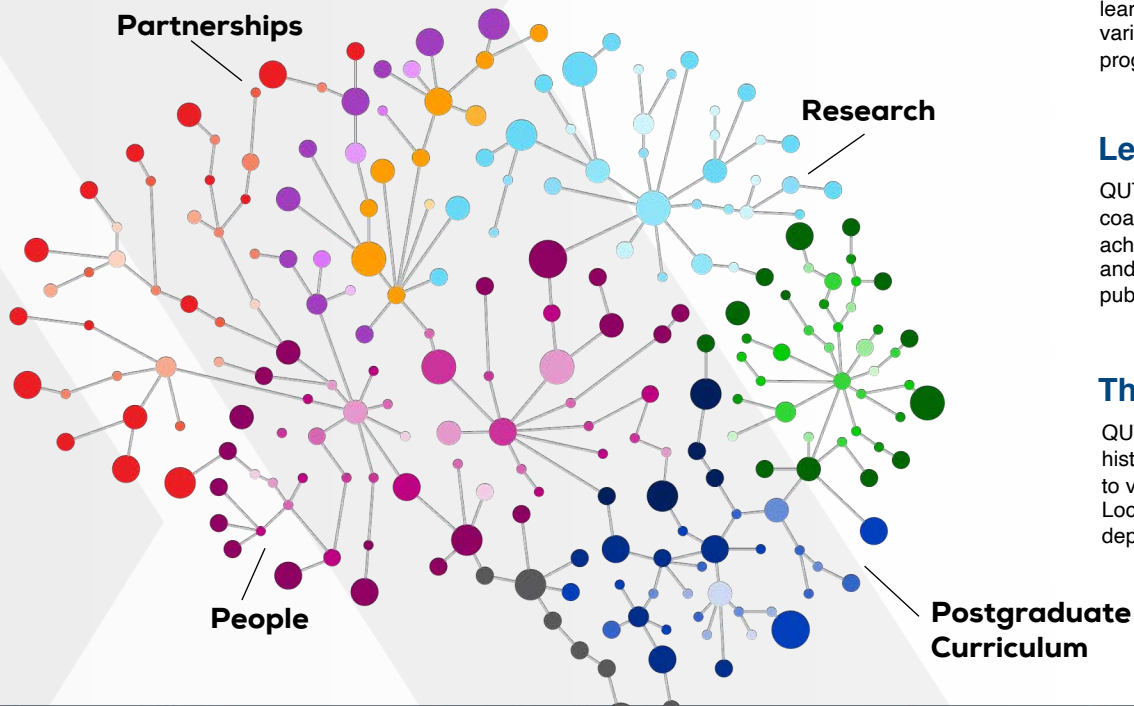
Regardless of the course or its duration, each one achieves a level of academic excellence and rigor you would expect from one of Australia's leading universities.



# Unique strengths

Through QUT's vast network of people, partnerships, research and content, you will benefit from the delivery of cutting-edge content across various disciplines.

The following list provides a snapshot of QUT's contemporary, relevant and real-world leadership education, and why we are consistently recognised (and ranked) amongst the top business schools in the world.



## Digital Transformation

From theory to practical, real-world application, QUT's expert network in digital capability development is amongst the world's best.

### 5 Tier 1 Research centres

- Digital Leadership
- Business Process Management
- Digital Economy and Future Enterprise
- Data Analysis
- Robotic Vision
- Artificial Intelligence

## Complexity Leadership

QUT is home to global thought leaders (adjunct faculty), on the topic of complexity leadership and leadership at scale; also embedded within QUT's Executive Masters Program.

- Systems Thinking
- Disruptive Innovation
- Transformative Leadership

In partnership with



## Strategic Procurement

QUT can provide whole of government procurement and contract management learning and development, through a variety of short courses, open and award programs.

- Supplier Relationship Management
- Contract and Commercial Management
- Performance Based Contracting

## Leadership Coaching

QUT has a highly developed executive coaching capacity with a strong record of achievement across multiple individual and organisational contexts in both the public and private sectors.

- Individual, team and group coaching
- A Leadership Coaching Capability Practice for the latest research, education and industry insights.

**40** executive coaches within QUT's Coaching Practice.

## The Business of Government

QUT has deep relationships and proven history in supplying research and education to various agencies and divisions, including Local, State and Federal Government departments.

- Management and Leadership of Government

**100** Number of Australian agencies participating in QUT's Public Sector Management Program (PSMP)

# Accessible and actionable learning

We prepare organisations to respond and to anticipate what is to come.

Our learning solutions make knowledge across every business discipline accessible to meet your leaders wherever they are. Together, we will co-design a solution specific to your goals, and tailor the experience to enhance the learning journey.

We have the capability to deliver high-quality online learning at scale utilising existing and evolving technology. QUT's program design is situated on a **digital learning continuum**, ranging from a digitally enhanced face-to-face experience to fully online experiences.

Learning delivery options include:

REMOTE ↔ ON-CAMPUS

<b>Digitally Enhanced</b>	Delivered primarily face to face but enriched and enhanced with technology and digital design.
<b>Blended</b>	Purposeful integration of active face to face elements with rich digital learning experiences. Increased flexibility for learners.
<b>Mostly Online</b>	Predominantly online delivery with opportunities for intensive face to face connections with the learning community.
<b>Fully Online</b>	Quality learning at a time and place determined by the learner. Connections occur through digital, virtual experiences.



# Putting theory into practice

## Experiential learning for better leading.

For organisations, experiential learning is a popular way to engage executives with real-world scenarios and challenges. The learning activities help executives internalise the key elements of research on leadership and executive development.

### The benefits of experiential learning include:

- The ability to immediately apply knowledge
- Provide access to real-time coaching and feedback
- Promotion of teamwork and communication skills
- Development of reflective practice habits
- Receiving immediate results; and
- Having fun!

### Sample challenges:

#### The Art Hunt

The Art Hunt is fun and fast-paced, unpredictable, and dynamic, as points change over time and according to other teams' actions. It also encourages strategy, abstract thinking, clear communication, planning, and adaptation, as the fastest team is not necessarily the winner and no strategy is guaranteed to bring success.

#### Race to the Top

The game dynamics in 'Race to the top' give teams a great deal of freedom to explore different strategies. They might choose clever bidding strategies, may take on debt by trading on their towers' eventual expected value, or might even profit by selling their services to other teams. The activity is also an excellent tool for exploring teamwork, group dynamics, and communication.

## Robotic simulations for serious play

Another area being explored in education is the use of robots to enhance the interactivity and richness of the learning experience.

Developed for use with one of our partners, the Mars Rover Robot was used to assist participants to explore communicating between teams with limited information, particularly virtual teams working remotely. The aim was for the team to modify a single Lego rover to make it suitable for a retrieval task with communication issues with the team creating obstacles for the completion of the task.

Subsequent modified variations for other corporate clients has involved multiple rovers with each team competing to collect resources.

This modified version also explored strategy, working under pressure, and roles and responsibilities, as well as when competition can damage the collective good.

### Learning outcomes included:

- High performance teamwork
- Ambiguity in information to reflect the real world
- Identifying and overcoming challenges
- Dealing with changing situations
- Working as one team for a common goal
- Agile processes





# Be in great company

Some of our clients include...





“QUTeX provided Powerlink Queensland with a tailored program aimed at building enterprise leadership capability, instilling trust and alignment across our senior leadership team to create a high performing team.

The program has enabled the team to strengthen their relationships, foster greater collaboration across organisational issues and build our leadership capability to drive cultural transformation.”

**Cathy Heffernan**, Executive General Manager People and Corporate Services, Powerlink Queensland







## Improving Ethical Standards Through Education for Morgans

**A return to study had become a reality for stockbrokers and financial advisors across Australia in response to the requirements set by the Financial Adviser Standards and Ethics Authority (FASEA).**

In a bid to build ethical standards through education, the FASEA Code of Ethics was developed to introduce ethical standards that go above existing legal requirements and encourage higher standards of behaviour and professionalism in the financial services industry. In response, Morgans partnered with QUTeX to design and deliver a customised version of FASEA's mandatory ethics bridging course.

QUT's Ethics and Professional Relationships bridging course was designed to help advisors comply with the FASEA ethics education requirements. The 12-week, course is fully supported and includes online directed learning through online webinars and builds a pathway for future learning, depending on the participant's needs.

Participants benefit from the delivery of an intensive and rich learning experience by QUT's qualified and industry experienced facilitators. The course will help individuals and participating teams develop their knowledge, satisfy FASEA's education requirements and build networks and connections with their colleagues.

***"Morgans values the importance of ethical financial advice for consumers. We wanted to make the most out of the Government's financial services reforms and frame it as an opportunity for our advisers to enhance their knowledge. QUT has helped us to do that in a way that is relevant to the business, our advisers and our clients."*** – Morgans Executive Brian Sheahan.

## Everyday Coaching Skills for Better Conversations: Micro Learning for Government

**With key responsibilities for workforce policy, strategy, leadership and organisational performance across the Queensland public service, the Public Service Commission (PSC) is an independent central agency of the Queensland Government.**

The PSC wanted to provide a program to support the Leadership competencies for Queensland, fostering healthy workplaces initiative, that was easily accessible by every Queensland public sector employee - from Chief Executives to individual contributors, anywhere in Queensland, Australia or the world.

Co-developed by the Leadership Coaching Hub at QUT and the Queensland Public Service Commission, and co-designed with Queensland public sector agencies, Everyday Coaching skills for Better Conversations strongly aligns to Leadership competencies for Queensland and provides micro-learning guidance for learning coaching skills and experimenting with coaching moments.

The aim of this micro learning package is to support agencies to become places where everyone takes advantage of daily opportunities to support each other with their thinking and problem solving, using everyday coaching as a powerful way to connect in complex environments.



Queensland Government





## Creating a Future Ready Workforce with the Australian Army

**In 2020 QUTeX became the preferred provider of a professional military education product for the Australian Army.**

The Ryan Review (2016) proposed a number of recommendations to ensure that the Army was future-ready. Recognising that size and technology would not be an advantage in future conflict, a strategy was formulated around increasing intellectual and decision-making ability leading to the development of a new professional development initiative, COVE+.

In April 2020 the Graduate School of Business/QUTeX was successful in winning the contract for the first year of development of COVE+.

COVE+ is a series of co-designed and customised learning solutions across 70 topics, to provide a library of self-paced online learning modules.

COVE+ is available at no cost to learners and is targeted at soldiers in the first 15 years of their Army service after which they typically attend military college for their specific military education. All serving Army personnel can choose units of general learning to benefit their professional career as well as their personal life. It is expected that participation in the program will enable participants to tackle a broader range of complex problems through improving critical thinking skills.

The goal is for Australia to be better prepared to outpace, out-manoeuver, and out-think conventional and unconventional threats, and to create a truly future-ready workforce able to operate in an era of accelerated warfare.

## Transformational Capability Drives Success for Logan Water in the City of Logan

**Logan Water embarked on a significant transformation journey with the vision of becoming one integrated business, with the customer at the centre of everything they do.**

The Leadership Development Program was designed to feature as part of the transformation program, realising new ways of working through building the skills and capabilities of the Logan Water Workforce.

Of particular importance was harnessing the things that are great - like outstanding customer service and service continuity – and deliver benefits to the business by developing skills such as financial acumen.

The program brought to life the vision for leadership under the new Logan Water model through developing consistent leadership capability across the business, establishing the leadership foundation and allowing leaders to look up and realise new ways of working while building knowledge and awareness of their leadership role throughout the transformation implementation.

One of the key elements to the success of this program was having the whole management team learn and work together. Learning together helped them develop a greater self-awareness of their leadership behaviours to grow and become a more effective, aligned and innovative leadership team.

This program has helped stabilise and integrate the leadership cohort for Logan Water, which was a key element of their Transformation Program.



# A value-loaded investment

An investment in the development of your team and organisation through QUTeX, is more than just an investment in quality content delivered by respected university educators.

You will also benefit from a value-loaded portfolio of services, including:



## Leadership Profiling

All QUTeX faculty and facilitators are accredited in The Leadership Circle (TLC) 360 assessment instrument, which we believe to be the most robust, well-researched leadership development profile currently in the market.



## World-class Venue

QUT offers state of the art facilities at the Gardens Point campus in the heart of Brisbane, and the QUT Executive Education Centre in Deakin, Canberra; with areas specifically designed for corporate client engagement and education.



## Interactive Presentations and Keynotes

Our experts in leadership, complexity, systems thinking, and evidence-based decision making will challenge the program participants to think differently.



## Q&A Leaders' Panel

The Q&A Leaders' Panel, hosted by a QUT facilitator, allows program participants to hear from and present questions to industry leaders and discipline experts from QUT.





### The Business of Government

The highly regarded **Public Sector Management Program (PSMP)** is a nationally recognised and dynamic study option catering specifically to mid-level managers in the Australian public service.



### Graduate Certificate in Business

**Enterprise Leadership** is a flexible, work-based, blended learning program that develops leadership skills and supports career development within complex public and private sector environments. There are 16 modules for you to choose from, allowing the program to be highly customised to suit your needs.



### Pathways to Masters

Upon completion of the Graduate Certificate in Business (Enterprise Leadership), participants can apply to receive academic credit into the suite of **QUT MBA courses**.



### Micro Learning Online Courses

QUTeX has a catalogue of 'asynchronous' courses, which means you can access them anytime, anywhere, at a pace that suits you. They range from 1 hour of learning to 40 hours of learning.

## QUTeX Corporate Bundles

As your partner in professional development and executive education, QUTeX can assist you to engage and improve your staff with flexibility and scale.

Through access to QUTeX's ever-growing catalogue of short courses and open programs, you can create a powerful learning investment plan that aligns with your organisation's goals and meets the specific capability development needs of your team.

With four Corporate Bundles provides to choose from, there is an impactful and affordable learning solution for every team or organisation.

Each bundle provides additional course value on top of your base investment. It's a cost-effective and more manageable alternative to purchasing individual course seats.







## Get started today

For more information about the learning solutions offered by QUTeX, please contact:

**Brisbane:** Call 07 3138 7733  
**Canberra:** Call 02 6198 3098  
or email [qutex-custom@qut.edu.au](mailto:qutex-custom@qut.edu.au)

Visit [www.qut.edu.au/qutex](http://www.qut.edu.au/qutex)

## Get future fit. Fast.