



## Transitioning to the next context

Transitioning to the next context is about your ability to meet the requirements of the higher context and enact them.

### This guide:

- supports [Building Leadership Impact](#) and the conditions for positive change: Personal responsibility for growth, Understanding what “good” leadership looks like, and Opportunities for development and extension
- explains what you need to know
- explains why it is important to seek support from your manager
- identifies what you need to know for a successful transition
- provides ideas to support you as you transition
- includes guides, supporting materials and learning opportunities.

### What you need to know about transition

The Personal Leadership context remains the foundation throughout all 7 contexts. Regardless of how far you may progress, the ability to lead and manage yourself is a key skillset. As people transition, they continue to lead themselves while becoming increasingly responsible for leading other people or knowledge areas.

Progression to the next context is not automatic nor is it a factor of time served. It is about your ability to meet the requirements of the higher context and enact them. Having the right behaviours and mindsets does not automatically mean a promotion.

### Why I need support to transition to the next context

Your manager is in the best position to help you see what is required to transition to the next context.

When you have not been exposed to the demands of the next context, it may be hard to see that the change in mindset required is a big shift.

If you have never managed a team or larger projects and divisions it may be hard to conceive how challenging this is going to be, and the stretch it places on you.

### What you need for a successful transition

The transition to the next context is likely to happen when you are displaying the requirements of your current context at the mature level. Transitions can be tricky to navigate and failure to master the expected behaviours at your current context may mean transferring faulty thinking and behaviours to the next context.

[Transition shifts, challenges and support matrix](#) explains how to transition across all 7 contexts. It includes an understanding of how the work shifts from one context to the next,

describes the challenges that may be faced and outlines how your manager can support you to transition.

To ensure you are ready to consider a transition, ask yourself:

- When I read what is required of me at the higher context is it achievable?
- Can I personally commit to making those changes to my behaviour? Why/why not?

If the answers to these questions are positive, the next step is to understand your development strengths and gaps. Complete the [Behaviour self assessment](#) for your current context and invite your manager to complete the matching [Behaviour assessment of staff](#). This provides their perspectives and knowledge so you can compare it to your view.

These assessments indicate where you are on the mastery scale (developing, proficient or mature). They also enable you to understand your readiness to transition and what you need to include in your development plan to reach maturity at your current context.

## Transitioning to the next context

Once maturity at the current context is achieved and you are considering transitioning to the next context, a key component is having a toolkit of skills to draw on while letting go of some behaviours that no longer serve. For example, when transitioning from Personal Leadership to Leading Others you are expected to move away from being an individual contributor and getting work done yourself to primarily achieving results with and through others.

Successful transition occurs when you are able to make the required shift in thinking and behaviours. To make a successful transition:

- work with your manager
- engage with your agency learning and development specialists
- look for opportunities to practice and embed your learning
- use the resources highlighted in this guide
- access learning opportunities or advocate for yourself to develop and grow.

## Learning resources

In addition to the learning resources provided by your agency, the Public Sector Commission has resources to support you to master the behaviours in each leadership context.

[Learning and Development](#) provided by the Public Sector Commission includes:

**Learning and Development Prospectus.** The prospectus outlines exciting, unique and bespoke opportunities specifically created for the sector. There are tailored programs that deliver targeted leadership experiences for individuals at different contexts and a range of learning opportunities.

**Development Maps.** An array of learning and development has been curated to enhance leadership behaviours in all leadership contexts. Development Maps explore an abundance of topics from credible local and international resources, and support staff to put their learning into practice with reflection activities, quizzes and practical tools to build the expected behaviours.

**Personal Leadership Suite.** The suite comprises e-learning modules and workshops tailored to the Personal Leadership context to assist staff gain mastery in the expected behaviours.