

RSL Legacy Creating New Management Program for its Brightest Future Leaders

Franklyn Scholar Group and RSL Licensed Sub Branches

A new customised Diploma of Management program for the 'brightest of the bright' in the Returned Services League's 68 licensed sub-branches in Victoria will provide long term career pathways for future leaders and position the RSL as an employer of choice with young people.

The Diploma, which has been developed by the RSL and registered training organisation FS Learning, commenced in March this year with 20 participants who are expected to complete their qualification in October.



RSL ethos embedded into program

Brian Cairns, Chief Operations Officer with RSL Victoria, says the League wants to develop long term career opportunities that will attract and retain talented young people.

'It's important to invest time and energy into these people, because they will become the next generation of managers in the RSL. The Diploma of Management is a nationally recognised qualification, but we have embedded the RSL ethos into the program so people will understand what it is to be in charge of an RSL sub-branch.'

'We've taken a fairly unique approach to the program, as there is a mentor for each of the eight units, rather than each participant. The mentors will guide students through their unit, and give them a clear idea of how that unit will relate to them in the RSL.'

The 'travelling classroom'

Janet Stuckenschmidt, General Manager of FS Learning, says the program has been structured as a 'travelling classroom' that will see the students undertake each of their training units in a different RSL.

City and regional RSL sub-branches have been chosen to reflect both size and diversity, including the flagship Frankston sub-branch.

'The mentors are subject matter experts who assist with development from the start of the journey and continue to provide support throughout sessions. Participants will be able to talk to them about problems or issues in their workplaces as they complete the assessment for each unit,' Ms Stuckenschmidt says.

The program uses adult learning principles and takes into account the various educational backgrounds and experience of the participants. It includes work-based projects that will contribute to continuous improvement to existing RSL processes, practices and culture.

Quantifiable objectives have been negotiated and set on individual plans, including a 90 per cent completion rate and measurable outcomes for each participant, such as an increase in technical capability or business performance.

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