

Leading Through Exponential Change

Drive bold transformation for a better public sector

Equipping senior public sector leaders to anticipate, test and respond to disruption – turning foresight into practical organisational action. Leading Through Exponential Change (LTEC), part of the Public Leadership Intensive series, is a high-impact program for senior public sector leaders navigating rapid, complex and accelerating change.

As technological advances, including AI, reshape the speed, scale and unpredictability of disruption, leaders must do more than respond – leaders must interpret emerging signals, anticipate what's ahead and act with confidence.



ANZ
SOG

Australia &
New Zealand
School Of
Government

Why Choose Leading Through Exponential Change?

Shape change before it happens

This program is designed for leaders who need to move beyond understanding change to anticipating the need to change and actively shaping responses to it.

Designed for the public sector

Build capability in a context defined by accountability, risk, public trust and political complexity. Learn from peers at your level who are navigating similar issues in different sectors.

Inside-out leadership development

Engage in a structured learning journey that combines flexibility with depth, including an immersive residential.

Cross-jurisdictional learning

Learn alongside senior leaders from across Australia and Aotearoa New Zealand, gaining diverse perspectives on shared challenges. Gain insights and listen to perspectives that are from the public sector and facing similar issues.

From foresight to action

Go beyond theory by combining futures thinking with structured experimentation to test responses in your own context.

An explicit focus on exponential change

Develop the capability to interpret technological, societal and system-level disruption and translate it into action. Walk away with an action plan that can be applied immediately to your agency or department after it has already been tested.

Duration

14 weeks

Format

Blended:
Online with 4-day
in-person residential
in Brisbane.

Price

AUD \$18,000 (inc. GST)
Subsidised price:
AUD \$13,500* (inc. GST)

*25% subsidy for the first 25 leaders enrolling in this inaugural program.

Dates

- Program runs: 26 October 2026 – 2 February 2027
- Online workshop starts: 26 October 2026
- Residential (Brisbane): 9–12 November 2026
- Final online workshop: 2 February 2027





Program Director and Guest Speakers

Brenton Caffin

Program Director

Brenton Caffin leads a distinguished faculty at the forefront of public sector innovation, strategic foresight and experimentation. As Co-founder of States of Change and former Executive Director of Global Partnerships at Nesta, Brenton has worked with governments and multilateral agencies across twenty countries. He has held senior executive roles in government and was the founding CEO of The Australian Centre for Social Innovation.



Angie Tangaere

TSI Social Intrapreneur

Drawing on deep experience working alongside whānau, communities and government agencies, Angie Tangaere brings a distinct perspective on co-design grounded in partnership, participation and Indigenous leadership. Her work helps organisations move beyond consultation towards genuine collaboration and shared ownership.

Suhit Anantula

Strategy designer and author helping leaders build AI-native organisations

One of Australia's leading voices on co-intelligent organisations, Suhit Anantula helps leaders translate complexity into action. Drawing on more than two decades of experience across government, enterprise and mission-driven organisations, he will explore how AI can strengthen experimentation, learning and organisational adaptability.



Emma Fletcher

Co-CEO at DemocracyCo

Emma Fletcher is one of Australia's leading practitioners in deliberative engagement, helping governments and communities navigate complex decisions through meaningful public participation. She brings deep expertise in designing large-scale engagement processes that build trust, legitimacy and better decision-making.

Dr Penny Hagen

Director Co-Design Lab Auckland

A pioneer of co-design in Australia and New Zealand, Penny Hagen has spent more than 15 years helping governments tackle complex challenges through participatory design. She brings practical tools for engaging communities in the design of strategy, policy and services.



An aerial photograph of a coastline with turquoise water and dark, rocky islands. The water is clear and shows some white foam from waves breaking against the rocks.

Program Content

The program is structured around four core capability areas:

Anticipation

(foresight and futures thinking)

- Intelligence gathering and signals of change
- Scenario development and futures thinking
- Understanding exponential trends, including AI

Experimentation

(testing and responding)

- Designing and evaluating experiments
- Applying experimentation in government contexts
- Using emerging technologies to support experimentation

Participation

(engagement and system response)

- Participatory and co-design approaches
- Deliberative processes and citizen engagement
- Enabling innovation within public sector constraints

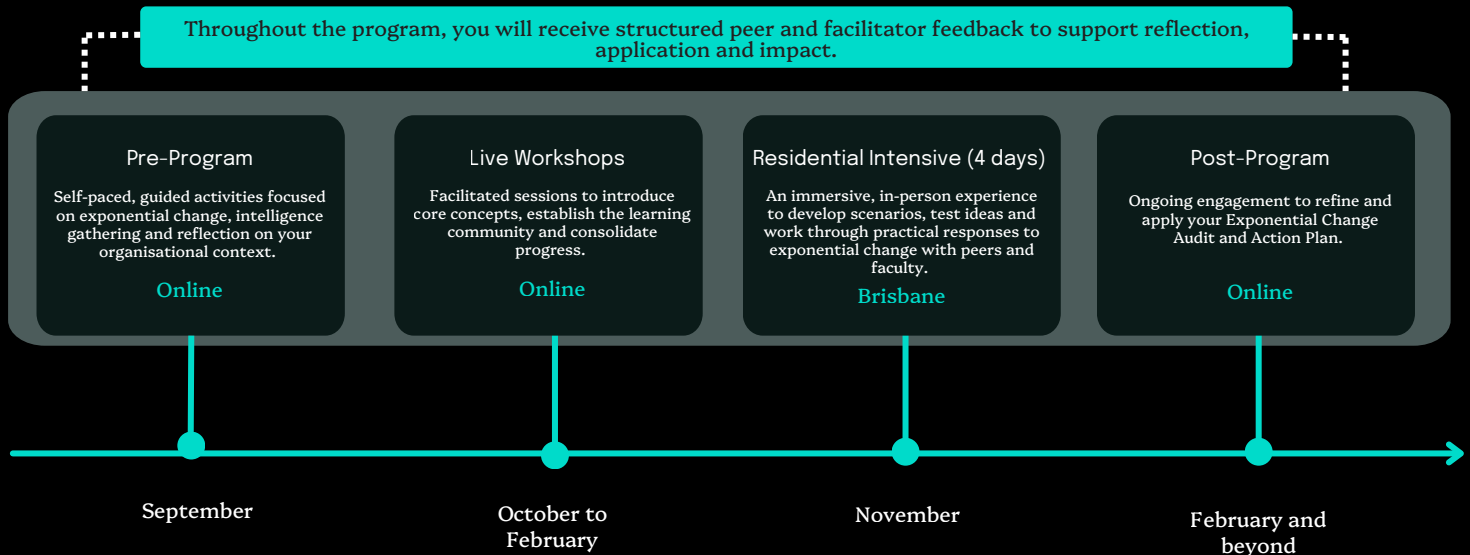
Organisational conditions for change

- Building cultures of innovation and experimentation
- Strengthening organisational readiness and maturity
- Translating insight into sustained organisational impact



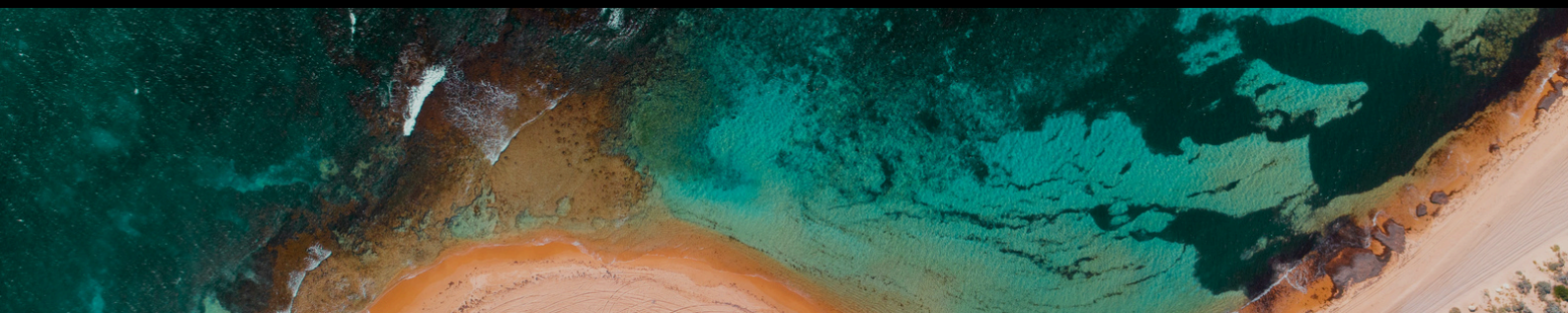
Program Structure

The program is delivered through a structured blended model that supports both flexibility and depth.



What you gain from the program

- Anticipate emerging trends and interpret signals of change with greater clarity
- Develop informed perspectives on future scenarios shaped by exponential disruption, including AI
- Design and test practical responses to complex challenges in your organisational context
- Build a portfolio of experiments to inform system-level change
- Enable innovation within the constraints of public sector environments
- Apply participatory approaches to strengthen policy and system responses
- Translate insight into sustained organisational impact across time horizons



Ready to join the program?

Your leadership journey starts with one step.

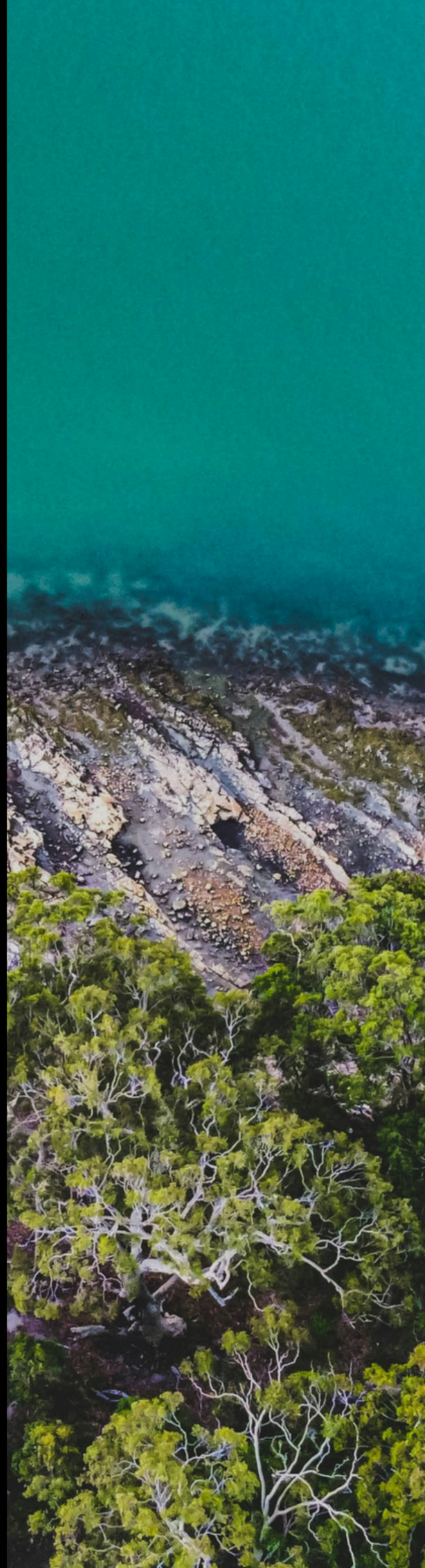
Submit an application online outlining your leadership experience and motivation for joining the program. Applications are reviewed promptly, and you'll receive confirmation within two business days.

- www.anzsog.edu.au/ltec
- Email: engage@anzsog.edu.au

Prefer to start with a conversation?

Talk directly with our Client Engagement team about the Leading Through Exponential Change experience, learning outcomes, and how it fits your career or organisational needs.

- Email: engage@anzsog.edu.au
- Call: 1300 ANZSOG
- Book a one-on-one online consultation: www.anzsog.edu.au/consult





Who we are

Public good in action. Leadership at the Centre.

At ANZSOG, we believe good public governance changes lives. It strengthens communities, builds lasting trust, and shapes the future we all share.

Created by governments and universities, we sit at the intersection of ideas and action. Our work is driven by evidence and shaped by the realities of public service across Australia and Aotearoa New Zealand.

Today, we're more than a school of government - we're a school of thought. A place where government and academia meet, and where leadership and learning come together.

We build leadership capacity and restore trust in governance through lifelong learning for public sector leaders. Learning that gives everyone from aspiring leaders to experienced executives the insight, capability and confidence they need to lead with impact.

We bring together diverse perspectives, trusted networks and global thinking to connect people across roles, systems and countries - building a stronger, more adaptable and more confident public sector that generates lasting public value.

Because we know that when public leaders are supported to lead boldly and wisely, entire systems shift. Communities thrive. Trust is restored.



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