



CTIP LEADERSHIP  
EXCELLENCE IN ASEAN

COUNTER TRAFFICKING IN PERSONS

# LEADERSHIP EXCELLENCE IN ASEAN PROGRAM

Australian  
Aid 

ASEAN-Australia  
Counter Trafficking

# take your leadership leap

AND ADVANCE COUNTER-TRAFFICKING IN THE ASEAN REGION AND BEYOND



2024

The 2025 Counter Trafficking in Persons Leadership Excellence in ASEAN Program (LEAP) is an initiative of the Australian Government funded ASEAN-Australia Counter Trafficking program (ASEAN-ACT).

Polaris Global Consultancy have been commissioned to conduct the design and delivery of the pilot program.

The views expressed in this course are the authors' alone and are not necessarily the views of the Australian Government.

For more information, contact [info@aseanact.org](mailto:info@aseanact.org) or visit [aseanact.org](http://aseanact.org)

## COUNTER TRAFFICKING IN PERSONS

# LEADERSHIP EXCELLENCE IN ASEAN PROGRAM

## BACKGROUND

Effective counter trafficking requires strong political will, leadership capability and high functioning government and non-government institutions.

Trafficking in persons is a complex and dynamic problem that requires adaptive and resilient leaders who can navigate changing environments, harness resources and coordinate effectively across sectors and borders.

Through research and consultations with counter trafficking stakeholders in the ASEAN region, ASEAN-ACT has identified a gap in professional development and support for emerging leaders in counter trafficking. As a result, a focus for the program during its second phase (2024-2028) will be cultivating effective leadership.

## ABOUT THE 2025 PROGRAM

The CTIP Leadership Excellence in ASEAN Program (LEAP) is a dynamic in-service leadership development journey for mid to senior level counter-trafficking professionals from ASEAN-ACT's implementing countries: Cambodia, Lao PDR, the Philippines, Thailand and Vietnam.

The program aims to develop key leadership capabilities, share good practices, and identify common challenges and opportunities across a selected group of emerging CTIP leaders.

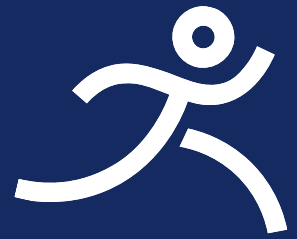
The program will be delivered with a blend of face-to-face and virtual events. This will include: Coaching, Action Learning Sets, Peer Mentoring, a Community of Practice and a Capstone Project to implement back into the workplace.

Participants will be expected to join all elements of the program and engage fully with the course content and other participants.

The program will culminate with a Leadership Summit during which participants will present their Capstone Projects and key learnings from the course.

The program will follow a systems approach, focusing on:





## WHAT ARE THE OBJECTIVES OF LEAP?

- 1 Cultivate emotionally intelligent, resilient, adaptive, and transformative leadership skills, recognising how behaviours and practice influence institutional reform.
- 2 Use a systems approach to equip leaders with the capabilities to lead and empower teams and stakeholders to address institutional challenges and drive positive change in countering trafficking.
- 3 Foster collaboration, networking and knowledge-sharing among ASEAN Member States, promoting good practices and accelerating regional progress in countering trafficking in persons.

## COMPONENTS OF THE PROGRAM:



TRAINING



COACHING



CAPSTONE PROJECT



LEADERSHIP SUMMIT

## CALL FOR NOMINATIONS

ASEAN-ACT is working closely with our partners to identify highly motivated and committed mid to senior level public service leaders in counter trafficking roles.

Nominees should demonstrate their potential to influence and address institutional challenges in counter trafficking, and a strong commitment to making an impact.

Leaders will be expected to apply their learnings back into their roles.

This course requires no financial commitments from participants or their employers. There are no age requirements to participate in this course.

A good proficiency in English will be required to effectively collaborate with other participants across countries. Where possible, interpretation will be provided.

The selection committee will evaluate nominations based on the following criteria:



Demonstrated experience and commitment to counter-trafficking in persons (minimum 3-5 years)



Currently working on counter trafficking in persons in mid to senior level management role



Strong leadership potential and ability to motivate and inspire others



Excellent communication and interpersonal skills



A clear vision for addressing TIP challenges in the candidate's home country and the ASEAN region



Good English language proficiency for effective cross-country collaboration



Proven track record of collaboration and teamwork



Commitment to join the whole program and its follow-up activities



Candidates from a diverse range of backgrounds, including women, indigenous peoples, ethnic minorities, and persons with a disability are encouraged to apply



# HOW MUCH COMMITMENT WILL BE REQUIRED?

• Selected leaders will be required to commit to up to 12 months to:

- ✓ complete 2 online self-assessments at the beginning of the course
- ✓ attend 2 x 3 day in-person training events, hosted at a venue to be determined by ASEAN-ACT in the ASEAN region
- ✓ take part in 4 virtual training sessions, facilitated by a professional development consultancy team
- ✓ engage in an online community of practice, providing respectful and open communication amongst peer leaders to exchange good practices
- ✓ attend a graduation 'Summit', presenting on a capstone project
- ✓ engage in 1:1 coaching, leadership and peer mentoring

## WHAT WILL YOU TAKE PART IN?

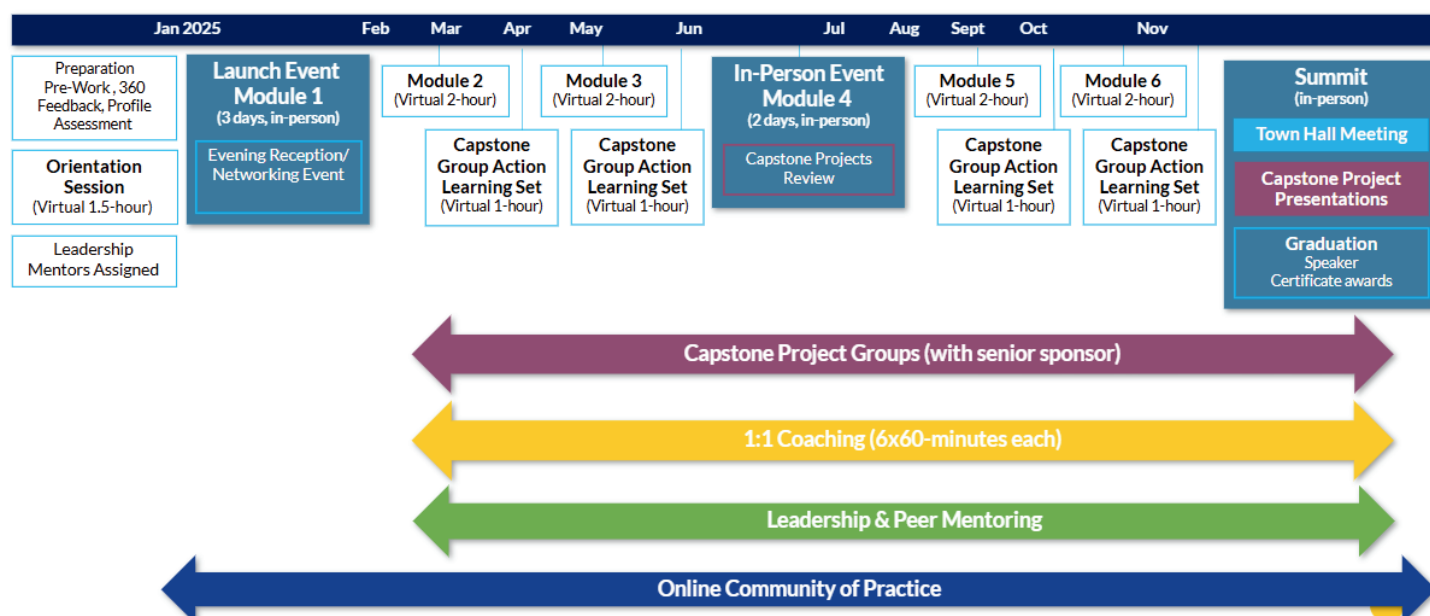


\* a Capstone Project is where individual delegates or small groups identify and agree on a work-based institutional challenge to apply their learning in practical contexts, encouraging networking, knowledge sharing and peer-learning

\*\* personal profiling tool focussed on motivational drivers

- 90-minute virtual orientation session
- 2x interactive in-person workshops
- Case Studies/Group discussions
- 4 x 2-hour virtual interactive workshops
- Guest Speakers and Expert Panels
- Institutional challenge Capstone Project\*
- 4 virtual Capstone Project Learning Sets
- 6 x 1 hour 1:1 Leadership Coaching sessions
- Leadership and/or Peer Mentoring
- Leadership Styles 360 Feedback Assessment
- Core Strengths SDI 2.0 Assessment\*\*
- Pre/Post work activities
- Online Community of Practice

## SCHEDULE



\* course content subject to change based on pre-course survey inputs and consultation with stakeholders

ASEAN-ACT recognises an investment in leadership capacity within government agencies is not a 'one size fits all' approach – especially for a complex and constantly evolving challenge like human trafficking. We have engaged a professional development consultancy to co-design a dynamic course and curriculum, drawing on their extensive experience and expertise.



Polaris Global Consultancy is an international professional development company, specializing in leadership development, executive coaching, team dynamics and development, with a number of associated professional coaches and facilitators from a diverse range of cultures, ethnicities, experience, skills, and languages.

Our team is based across Asia, Europe, Australia and the USA, and has vast experience working within international, complex, and multi-cultural environments.

Some of our clients include: UK Foreign, Commonwealth and Development Office, United States Agency for International Development, UN Women, The Southern African Development Community, World Mosquito Program, Marriott Group Asia Pacific, UK Representation to the EU, the UK Representation to NATO, The European Commission, The Association of Chartered Certified Accountants, British Standards Institute, ING, National Resources Defence Council, Trusthouse Forte Hotel Group, and Tesco, among others.

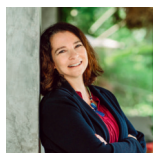
We have worked with many senior leaderships and leadership teams in international, complex, multi-cultural settings to enable them to thrive and succeed - navigating different cultures to become cohesive, aligned, and impactful leadership teams.



**SUZANNE  
SILVER**

Suzanne has 35+ years' experience in executive coaching, leadership and team development, and behavioural change. Living in Asia for 17 years and a former Head of International Academy (Asia Pacific) for the Foreign, Commonwealth & Development Office, Suzanne has worked with multi-national organisations across 25 APAC countries supporting a wide range of leaders across different cultures.

Suzanne has a passion for supporting leaders in the public sector and has worked with many Senior Leadership Teams as well as multi-agency teams to develop cohesion and team dynamics to transform organisational culture. Suzanne is an International Coaching Federation (ICF) accredited PCC coach and her Social Work qualification, specialising in psychology, human behaviour, and human development, forms the foundations for her approach.



**DR SAMANTHA  
MATHIS**

Samantha is an Executive, Leadership and Team Effectiveness Consultant with an extensive background in leadership, learning, and organisational development in international/complex environments, especially within the development sector. With 30+ years' experience working within development, diplomatic and defense sectors, Samantha has worked to build capacity with governments, institutions and public sectors and led multi-cultural teams across five continents.

A Registered Corporate Coach™, Samantha is a former Head of International Academy (Americas) for the Foreign, Commonwealth & Development Office and is a GEDSI expert working with USAID. She has worked in Asia supporting the USAID Higher Education Leadership Management project in Indonesia, and regularly facilitates various USAID program management courses for USAID staff in Bangkok as well as virtually across Asia.