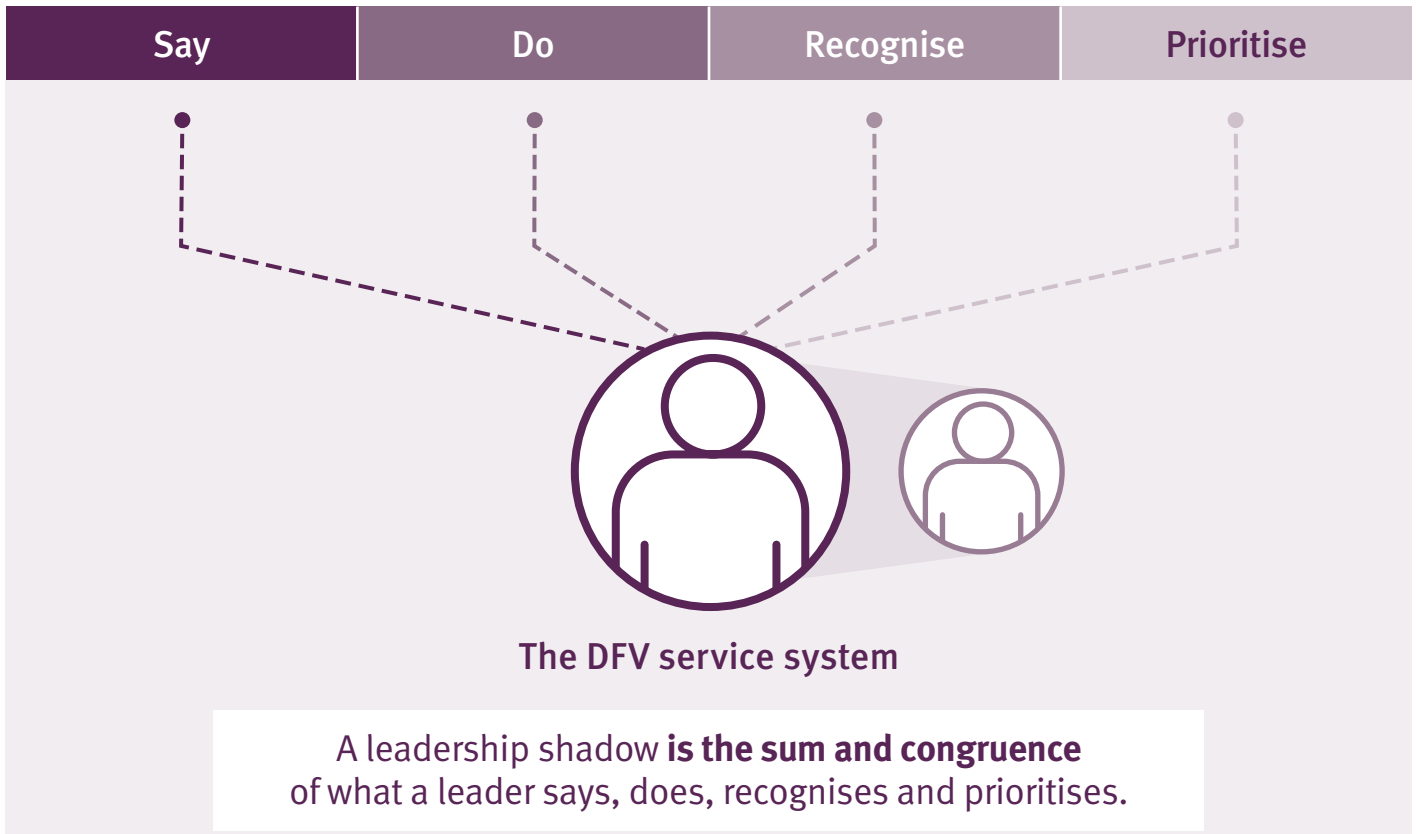


The Leadership Shadow Model

Leaders play an important role in driving implementation of the Domestic and Family Violence Training and Change Management Framework to build DFV capability. The Leadership Shadow Model can be a valuable tool to help leaders understand their role.

Below is a model to help calibrate your efforts to embed the Framework into your organisation and across your team(s).



What I say	What I do	What I recognise <i>(formally and informally)</i>	What I prioritise
<ul style="list-style-type: none"> To what extent do I openly talk about the importance of the Framework and building DFV capability? How well could others articulate why becoming more DFV proficient matters to me? How am I motivating others to learn and reflect on their own beliefs and attitudes towards DFV and violence towards women? How often do I share my own behavioural development goals in this space? 	<ul style="list-style-type: none"> To what extent do I model the values and behaviours set out in the Framework? What is an example of a time when I have pushed for better DFV capability performance and engagement? To what extent do the policies, procedures, and practices I develop or design align with the Framework? How do I demonstrate the performance I expect of others in relation to DFV capability? 	<ul style="list-style-type: none"> What are the things I praise in my team around DFV awareness and proficiency? How well are the values and goals of the Framework integrated into regular team or project discussions? How do I hold people accountable to address inappropriate behaviours and attitudes, with respect? How do I recognise people who role-model respectful behaviours? 	<ul style="list-style-type: none"> How do I allocate time and resources to reflect the importance of engaging with the Framework and building DFV capability? Where would people see me spend my time when I engage with DFV capability uplift?

What you may need to do next... To understand what training and change management activities may be needed in your organisation, you should read the Framework and assess your needs using the supporting tools provided.