



Enterprise Leadership in Mining

Co-developed by AusIMM & Melbourne Business School

Move beyond site-level thinking, influence across functions, and drive performance through people.

Course overview

The Enterprise Leadership in Mining course is a groundbreaking partnership that combines the prestige and world-class leadership expertise of Melbourne Business School (Australia's #1 business school) with AusIMM's unmatched 130+ years of deep mining industry knowledge. Co-developed by MBS and AusIMM, this course has been specifically created to elevate the leadership capability of mining professionals.

- ✓ Entirely mining-focused case studies and leadership scenarios
- ✓ Flexible for demanding FIFO, shift-based and global workloads
- ✓ Live interactive sessions with a global cohort of mining leaders
- ✓ Includes digital credential and PD hours on completion
- ✓ Designed for mid- to senior-career professionals

Why this course matters

Mining produces some of the world's most technically accomplished professionals. But technical excellence alone does not make an enterprise leader.

The step from operational expert to enterprise leader from managing a team to leading an organisation, from solving problems to building systems that perform consistently is one of the most difficult transitions in any professional's career. Yet most organisations leave it entirely to chance. In mining, the consequences of underdeveloped leadership capability are visible and costly:

- High-potential technical professionals can struggle in leadership roles not from lack of capability, but lack of preparation
- Operational cultures that are risk-averse by necessity struggle to build the psychological safety that drives genuine performance
- Change initiatives stall or reverse when leaders lack the tools to translate strategy into daily behaviour
- Succession gaps emerge as organisations cannot identify or develop the next generation of leaders in time
- Retention of high performers declines when leadership environments are unclear, inconsistent, or disengaging
- Organisational performance stalls/plateaus when organisations focus only on operations and fail to list their perspective to enterprise level



PD hours

30 hours



Delivery

100% online



Duration

7 weeks



Certificate

Digital credential

Additional benefits from MBS on course completion



Access to MBS industry events



Invites to webinars and free online masterclasses



Notifications of further study scholarships



Use of MBS research and whitepapers

Who should enrol?

This course is purpose-built for mining and resources professionals who are leading or preparing to lead at the enterprise level, including:

- Superintendents and senior site leaders stepping into general management or multi-function accountability
- Mining managers, operations managers, and technical services leaders managing across disciplines
- HSE, engineering, and technical professionals moving into people leadership roles
- Senior professionals in globally distributed matrix organisations navigating complex stakeholder environments
- Emerging executives in exploration, processing, corporate, and project environments
- HR and organisational development professionals supporting leadership development strategy

What you'll learn

Across 7 structured weeks, participants develop enterprise leadership capability across six core leadership dimensions – each grounded in mining-specific case studies and live cohort application

- Leading beyond the operation, understanding enterprise value and cross-functional impact
- Setting expectations and driving enterprise-aligned performance
- Building capability for today and the future
- Culture: the beliefs, behaviours and conditions that sustain performance
- Leading through change - translating enterprise shifts into local action
- Running an enterprise-minded leadership system

What you'll be able to do

After completing this course, professionals will be able to:

- Apply enterprise leadership frameworks to lead confidently across functions and disciplines within complex mining organisations
- Navigate change initiatives by communicating with clarity, anticipating and managing resistance, and using reinforcement strategies to sustain adoption
- Build the ability to analyse leadership challenges as a systems level, moving beyond operational symptoms to underlying causes
- Build and sustain high-performance cultures grounded in accountability, psychological safety and deliberate development
- Develop and retain high-performing teams through coaching, clear expectations, and international leadership practices
- Earn a globally recognised digital credential from AusIMM and Melbourne Business School

Enterprise leadership capability is increasingly the differentiator between mining organisations that perform consistently and those that cannot sustain results through cycles of change, growth, and pressure. This credential is a measurable investment in long-term career progression and organisational contribution.

Facilitators

See full facilitator profiles on our course page.



Chyonne Kretzheim
Facilitator & Coach
Melbourne Business School



James Yorston
Program Director
Melbourne Business School



Tom Quinn
Non-Executive Director
Macmahon Holdings Limited

Pricing

Member \$5,250
Non-member \$5,750

Prices are in Australian dollars and are inclusive of 10% GST

Discounts available when 3 or more participants book together.

Scan for more
information

ENROL NOW



Enterprise Leadership in Mining modules

WEEK

0

Onboarding and leadership reset

- Expanding from operational leader to enterprise leader.
- Leading leaders and multi-disciplinary teams.
- Enterprise vs site-level thinking.

WEEK

1

Stepping up: Leading beyond your operation

- Expanding from operational leader to enterprise leader.
- Leading leaders and multi-disciplinary teams.
- Enterprise vs site-level thinking.

WEEK

4

Culture: The behavioural environment

- The link between psychological safety, inclusion and performance.
- How leadership behaviour influences risk reporting.
- Addressing behaviours that erode culture.

WEEK

2

Setting expectations and driving performance

- Defining what good looks like.
- Ownership vs compliance.
- Accountability as a performance lever.
- Effective performance conversations and early intervention.

WEEK

5

Leading change and resistance

- Communicating the 'why' of change in operational contexts.
- Leading through resistance vs disengagement.
- Sustaining momentum after roll-out.

WEEK

3

Building capability and retaining talent

- Coaching for growth in complex operations.
- Recognising and reinforcing high performance.
- Building a leadership pipeline through deliberate development.

WEEK

6

Running a high-performing leadership operation

- Integrating standards, culture, capability and accountability.
- Diagnosing performance issues beyond the obvious.
- Shifting from reactive to deliberate leadership.