

Leadership Excellence

Manager Forum
2020





What we believe in and how we will behave – which is reflected in our Strategic Intent, key Guiding Principles and Leadership Capabilities



Who we are

Relentless in our pursuit of excellence

What we do

We consistently provide safe, high quality and timely care
We provide experiences that exceed expectations
We work with humility, respect, kindness and compassion in high performing teams
We integrate teaching, research and innovation to continuously learn and improve
We orientate care towards our community to optimise access, independence, and wellbeing
We manage our resources wisely and sustainably to provide value for our community

How we do it

Raise the bar
in our thinking

Connect with
Kindness

Inspire
direction and
purpose

Deliver
excellence

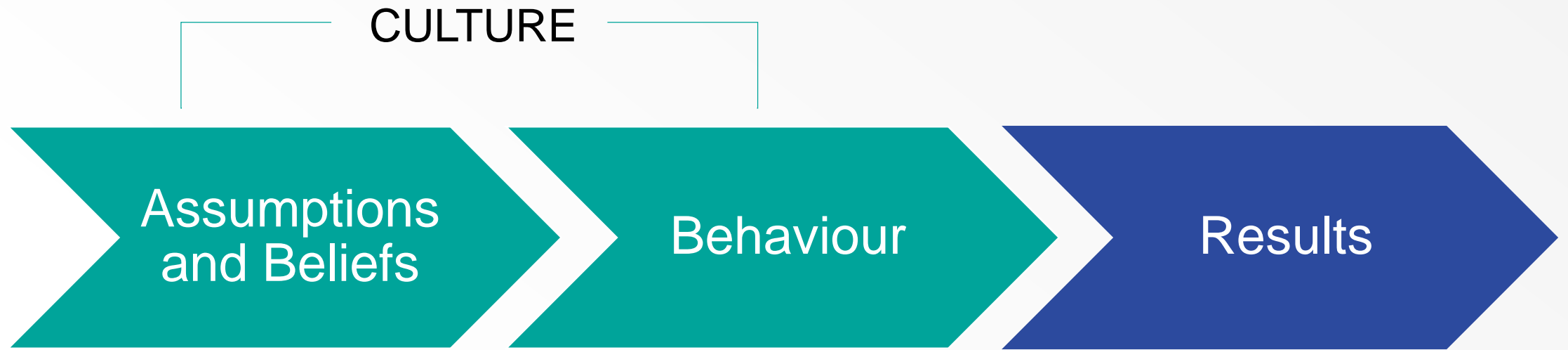
Show
courage,
resilience and
adaptability

Commercial
Awareness



Culture eats strategy for breakfast.





Results measure performance which informs us if our we are achieving our strategic objectives.



The Challenge: Building Leadership Excellence



Capabilities



- **Demonstration** - How many of the behavioural examples have been demonstrated?
- **Consistency** - is demonstrated, is it a rarity, is ingrained in all that is undertaken or is it somewhere in between?
- **Reach/Impact** - individual, the whole organisation or somewhere in between?
- **Depth** - general understanding, a strong understanding that is related back to broader organisational issues, or is it somewhere in between?



Raise the bar in our thinking



How we innovate, create and partner

Sees broader solutions and options that go beyond the immediate issue. Identifies opportunities to partner outside own area of operations.

Strategic Alignment

- We integrate teaching, research and innovation to continuously learn and improve
- We orientate care towards our community to optimise access, independence, and wellbeing



Connect with Kindness



How we show respect, connect and collaborate with others

Uses own understanding of others' needs and concerns to build strong and collaborative relationships based on mutual trust.

Strategic Alignment

- We provide experiences that exceed expectations
- We work with humility, respect, kindness and compassion in high performing teams



Inspire Direction and Purpose



How we lead and engage others

A credible and influential communicator with a strong network of relationships. Engages others with energy, enthusiasm and compelling logic, conveys ideas with a sense of purpose and meaning.

Strategic Alignment

- We work with humility, respect, kindness and compassion in high performing teams



Deliver Excellence



How we learn for improvement and execute to deliver results.

Sets the work up to succeed with effective planning, strong systems and responsiveness. Consistently and reliably produces excellent outcomes, adopts a measured approach to risk. Proactively seeks opportunities to review and improve.

Strategic Alignment

- We consistently provide safe, high quality and timely care
- We provide experiences that exceed expectations
- We integrate teaching, research and innovation to continuously learn and improve



Show Courage, Resilience and Adaptability



How we manage ourselves in times of change and uncertainty

Will take the lead to ensure that critical issues are discussed for the greater good. Responsive and resourceful, with a keen sense of how to focus and support others through ambiguity and challenging times.

Strategic Alignment

- We work with humility, respect, kindness and compassion in high performing teams



Commercial Savvy



Understanding and accounting for the ramifications of solutions and actions.

Considers the commercial implications of decisions. Seeks opportunities to improve efficiency and sustainability for the future.

Strategic Alignment

- We manage our resources wisely and sustainably to provide value for our community



Summary

- Culture is something we are, not something separate to the operation of the organisation
- We perpetually create and maintain our culture everyday
- Being a culture of excellence centres on the values and behaviours (capability) of leaders
- Leadership Excellence is a Leadership Team challenge to solve

