

Launching our Frontline Leadership Program (for ANMs, Grade 3 & 4, Supervisors)

May 2023



Backstory

Inspiring Leadership

Challenges to solve

- Scalability
- Flexibility
- Transfer of learning
- Process to target participants



Purpose

This program has been designed to build our front – line leaders' ability to drive our strategic intent to be relentless in the pursuit of excellence and build capability as outlined in the capability framework.



6 Modules



Leading in My Role

Understand your role as a leader and learn the practice of emotional intelligence



Leading Relationships

Understand different people styles and ways to work more effectively with direct reports, peers, patients and your leader



Leading The Floor

Learn how to build trust and create the right environment to support high performing teams



Leading Through Others

Understand the different styles of leadership and how to get work done through others



Leading Tough Conversations

Learn how to recognise, prepare and hold conversations when the stakes are high, emotions run strong and opinions differ



Leading Health and Safety

Learn how to create a safety culture within your team



How Adults Learn

70

Examples of learning by working:

- Problem solving
- Challenging tasks
- Other roles and responsibilities
- Auditing/reviewing
 - Innovation
 - Reflection

20

Examples of learning by working together:

- Coaching colleagues in the workplace
- Collaboration and continuous improvement
- Giving and receiving feedback
 - Learning in networks
 - Action learning
 - After-action reviews

10

Examples of learning by formal intervention

- Courses
- Modules
- Workshops/masterclasses
- ELearning
- Seminars
- Reflection



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Each module is 4 weeks in length

Week 1:
Program introduction and virtual activity

Week 2:
Face to Face Session (1 day)

Week 3 to 4:
Coaching and workplace application



Example of workplace activity (Module 5)

Identify a tough conversation that you need to have.

- Consider your mindset for this conversation.
- What is helping you and what is getting in the way? How do you intend to manage this?

Prepare for the conversation.

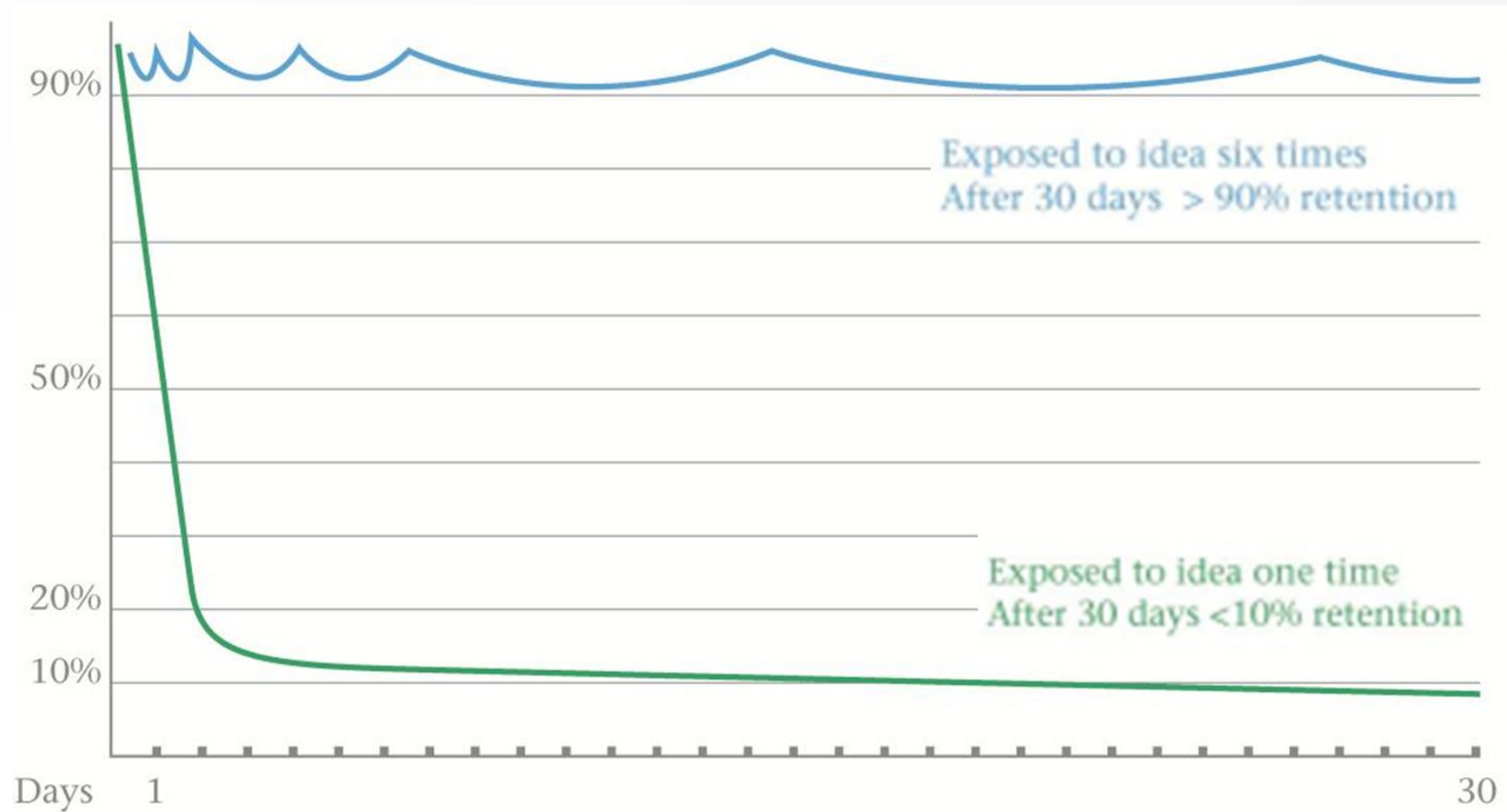
- What considerations or recommendations from this module will be particularly relevant for this interaction? Write these down.
- If the stakes of this conversation are particularly high, choose an easier one to start with or practice with a trusted peer or manager in advance.

Undertake the conversation.

- Apply your learning and pay attention to how your mind and body are feeling during the interaction.
- Reflect on the conversation and write down any learnings - What did you notice? What worked? What didn't? What will you do in future?



Repeated exposure improves retention



Learning Schedule

Timing	Quarter 1 2023	Quarter 2 2023
July	Leading Self (entry) Leading Self (entry) Leading Relationships	
August	Leading Self (entry) Leading Relationships Leading the Floor	
September	BREAK	BREAK
October		Leading Self (entry) Leading Relationships Leading the Floor
November		Leading Relationships Leading Through Others Leading Safety



Learning Journey

	July	August	October	November
Betty	Leading Self (entry) Leading Relationships	Leading the Floor	Leading through Others	
Bob	Leading Self (entry)		Leading the Floor	Leading Relationships
Barb				Leading Self (entry)
Billy			Leading Self (entry)	Leading Relationships



Mechanics

- Intake of up 120 participants through the year
- Due to expected high level of demand, we will be calling for nominations from DCOs, GMs and NMs for the first intakes of the program
- During the nomination process, please consider:
 - Who are your top 2 – 3 performers that are considered successors to the next level of leadership?
 - How willing will they be to participate in the program?
 - Have a discussion to gain agreement prior to putting them forward



Timeline

- Email calling for nominations will be sent early next week
- Submit your nominations by the end of May
- OD Team will hold a briefing session for participants at the end of June
- 2 x 1 Module 1 landing in July (40 participants)

