



Module Five – *Developing the Next Generation*

Learning Objectives:

- Recognise effective methods for developing the leadership skills of your staff
- Coach staff to ensure the real issues are being addressed and sustainable behaviour change occurs
- Listen more effectively to others and ask the right / deeper questions
- Have clear actions and commitments for sustaining your development.

Follow-up ½ day morning (4-5 months after Module Five)

- Review of key messages for each module workshop and key changes that have been sustained
- Feed-forward mini-survey feedback and picking a developmental focus for the next three months
- An introduction to the Alumni Workshops and Alumni Support Options.

Programme Facilitators

Dr Peter Blyde, Director of CATALYST4, has over 18 years of experience in leadership development. Maurice Batey, Managing Director of the CEO Group has 27 years experience in this area also.

Costs

The cost per participant is approximately \$4500. Payment will be according to the local DHB systems.

Application Forms

Complete the Midland Leadership Programme application form and send it to your manager for approval. It then goes to your DHB learning and development manager.

Leave time, travel and any accommodation needs will require authorisation from your manager.

Midland Health Leaders Advanced Programme

February to October 2011

Day 1 & 2	Module one	8 & 9 February
Day 3	Module two	8 March
Day 4	Module three	5 April
Day 5	Module four	10 May
Day 6	Module five	14 June
Day 7	Follow-up ½ day morning	18 October

Venue

The Garden Terrace Restaurant,
Hungerford Crescent, Hamilton Gardens.
Phone: (07) 856 6581

For more information on the Midland Health Leaders Advanced Programme go to
www.midlandleadership.co.nz



Aim: to equip or enhance identified employees with leadership skills:

- To create the desired future for the DHB's
- In areas identified as having the greatest impact on their leadership.

Intended Participants

The Advanced Programme is for participants in positions that manage or advise managers, and/or have potential to transition to this level of leadership within the next 12-18 months. For example this may include group managers, service managers and clinical partners.

Programme Structure

The Advanced Programme spans 12 months, with support continuing beyond that. Upon selection to the programme, each participant will complete:

- A 360 survey before the module workshops begin
- Five leadership module workshops
- All leadership action learning components such as peer learning sessions, written reflections and feed forward coaching
- A Follow-up ½ day morning session
- A repeat 360 survey 12 months later.

Module Workshops

The module workshops are spread over five months. Up to 20 Midland Leaders attend.

Module One (two days) – *Your Leadership Impact*

Learning Objectives:

- Challenge and expand your view of what effective leadership is, and what is required of leadership at your level
- Deepen commitment to your leadership development and development plans
- Build trust and the quality of relationships within the programme group and peer learning groups
- Build reflective practice to enhance your self-awareness and leadership effectiveness.

Module Two – *Strategic Leadership*

Learning Objectives:

- Interpret the impact of strategic choices made within the DHB (in particular the next level up) on one's own team
- Describe how relationships across the organisation are affecting the implementation of your team's strategy. Prepare an action plan to leverage the team relationships so that the team operates more effectively towards the desired strategic direction
- Increased clarity on what it means to "think strategically" and a focused development approach for one aspect of strategic thinking.

Module Three – *Engaging People with the Future*

Learning Objectives:

- Increased clarity on the strategic direction for you and your teams
- Increased ability to translate broader strategy; using plain language that everyone can understand (inspiring others)
- Enhancing dynamics within your team that builds trust, encourages innovative and creative thinking, and effectiveness
- Understanding your current preferred ways (habits) of influencing others, the different options that are available, choosing the right options to suit the different individuals.

Module Four – *Leading for High Performance and Staff Engagement*

Learning Objectives:

- Describe the importance of emotional competence in building effective relationships
- Know your preferred communication style, identify the preferences of others, adapt your own style to better suit those you are communicating with
- Increase your ability to analyse performance problems, and develop solutions which address the real underlying causes
- Conduct effective courageous conversations, and provide high impact feedback and encouragement.