

## Dates

There are two programmes being run in Tauranga in 2012

Days will commence at 8.45am and conclude at 4.30pm:

**Wednesday 15 February 2012**  
**Wednesday 14 March 2012**  
**Wednesday 11 April 2012**  
**Wednesday 9 May 2012**  
**Wednesday 13 June 2012**  
**Wednesday 5 September 2012**

## Venue

The venue is the Education Centre, 889 Cameron Road, BOPDHB, Tauranga, 07 579-8557. Free parking is available on site. Morning, afternoon tea and lunch will be provided.

## Facilitator

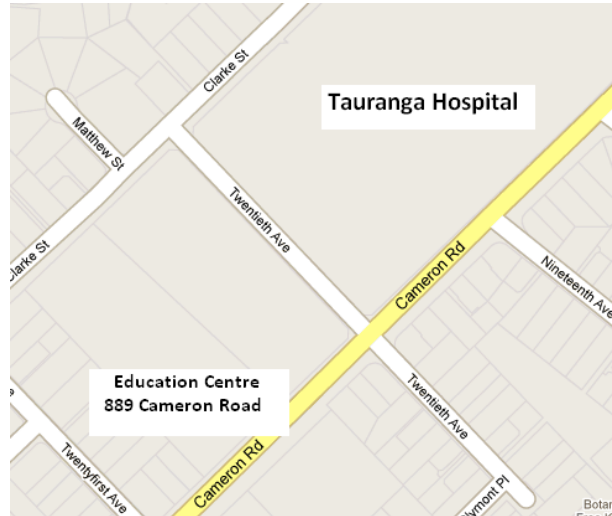
Linda Hutchings, a Hamilton based trainer, is the facilitator.

## Costs

The cost per participant is approximately \$1550. This includes training day input, resources and refreshments. Payment will be made centrally by Learning and Development.

## Application form

Complete the 'Application Form, Midland Leadership Programme' and send it to your Manager for approval. **It then goes to the Learning and Development service in your DHB.**



## Contact details for more information about the programme:

**Bay of Plenty DHB**  
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**Lakes DHB**  
[anne.long@lakesdhb.govt.nz](mailto:anne.long@lakesdhb.govt.nz)

**Waikato DHB**  
[Annette.Morgan@waikatodhb.health.nz](mailto:Annette.Morgan@waikatodhb.health.nz)

**Tairāwhiti DHB**  
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# Leadership in Practice Programme

February – September 2012



[www.midlandleadership.co.nz](http://www.midlandleadership.co.nz)





## Leadership in Practice programme

The Leadership in Practice programme is part of the Midland Leadership Framework which encompasses learning opportunities for leaders / managers in the Midland DHB's – Bay of Plenty, Lakes, Tairāwhiti, Taranaki and Waikato.

This programme is for those looking for a practical leadership programme covering current theory and practice applicable to your everyday context. Participants can be new and/or experienced managers, or those with leadership potential.

The aim of the programme is to ensure that those in leadership roles:

- have necessary leadership skills to perform in practice
- network with others in their organisation and region
- obtain coaching and mentoring from their manager and peers.

The participants' managers are provided with coaching questions to engage in a series of 1:1 coaching sessions to help embed the learning.

**The workshops are held over a period of eight months. This includes attending the Follow-up Day (Workshop 6) which is usually three to four months after Workshop 5**

**Participants are required to complete two or three 'homework activities' prior to attending each module e.g. critique an article.**

### Workshop 1 - Leadership is a privilege

*What kind of leader do you want to become?*

- Craft a personal leadership vision
- Clarify your guiding values
- Be the example
- Determine your purpose
- Accept responsibility

### Workshop 2 - Clarity precedes success

*Where are you going?*

- Envision a compelling future
- Connect the dots
- Clarify your expectations
- Set the standards
- Monitor performance

### Workshop 3 – Putting relationships first

*How will you build relationships?*

- Build a high performing team
- Establish your networks
- Value diversity
- Delegate
- Share leadership

### Workshop 4 – Expressing yourself

*How do you value your people?*

- Care for your people
- Recognise 'right behaviours'
- Celebrate achievement
- Call 'inappropriate behaviour' early

*What do you need to prepare for?*

- Planning – short, medium and long-term
- Assess risk
- Be a problem-solving & decision maker

### Workshop 5 - Dealing with conflict

*How will you prevent / reduce conflict?*

- What is and isn't conflict
- Understanding the conflict spiral
- Stop the enlisting
- Dealing direct
- Agreeing team processes

### Workshop 6 – Tapping potential

*What's in your development plan?*

- Take responsibility for your own career
- Choose a mentor & learning buddy
- Building capacity in others
- Develop a succession plan
- Create opportunities to stretch people!

*How will you improve?*

- Expose yourself!
- Challenge the status quo
- Encourage initiative & creativity
- Tap collective intelligence
- Promote safe risk-taking