

Format

The programme is based on leadership competencies, will run in five, one day modules, spread over five months to a cohort of up to 30 Midland leaders. Participants will complete two – three “homework activities” prior to the next module e.g. critique an article.

A follow-up day is also held.

Dates

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

Thursday 26 August 2010
Thursday 23 September
Thursday 21 October
Thursday 11 November
Thursday 2 December
Thursday 7 April 2011

Venue

The venue is the Sebel Trinity Wharf Tauranga, 51 Dive Crescent, Tauranga, Phone (07)5778700. Plenty of free parking. Morning, afternoon tea and lunch will be provided.

Facilitator

Linda Hutchings a Hamilton based trainer, will be 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 forms and closing date

Complete the ‘Application Form, Midland Leadership Programme’ and send it to your Manager for approval. **It then goes to Learning and Development.**

Leadership

Contact details for more information about the programme:

Bay of Plenty DHB
learningplus@bopdhb.govt.nz

Lakes DHB
Anne.Long@lakesdhb.govt.nz

Waikato DHB
Annette.Morgan@waikatodhb.health.nz



Leadership in Practice programme

August - December
2010



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 imbed the learning.

Content

Leadership is a privilege

Activate: 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

Clarity precedes success

Navigate: Where are you going?

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

Leading a team

Collaborate: How will you build relationships?

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

Appreciate: How do you value your people?

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

Fail to plan-plan to fail

Articulate: How will you communicate

- Choose your words...carefully
- Be inspiring
- Tell stories
- Influence others
- Listen twice as much!

Anticipate: What do you need to prepare for?

- Prospect the future
- Planning – short, medium & long-term
- Prioritise your 'big rocks'
- Assess risk
- Be a problem-solving & decision-maker

Dealing with conflict

Negate: How will you prevent / reduce conflict?

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

Improving what we do

Educate: 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!

Innovate: How will you improve?

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