



# **NZ Health Sector Executive Leadership Programme: A Collaborative Venture**



**Midland Network Day, 6 May 2009**  
**Cathy Cooney, CE, Lakes DHB**

# Other Future Workforce Developments

Future Workforce Strategy update

“Our health workforce today and the future”



# Ten priorities

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- Workforce supply
- Retention
- Clinical leadership
- Sector-wide health workforce
- Maori health workforce
- Pacific health workforce
- Care & Support workforce
- Align the workforce to service needs
- Integrated workforce development & planning
- Education Sector supply

# Priorities and action themes

Clinical Leadership	<ul style="list-style-type: none"> <li>● Invest in clinical &amp; executive leadership development</li> <li>● Engage clinical leaders in improving workforce retention, flexibility, productivity, service quality</li> <li>● Identify early and develop future leaders</li> </ul>
Maori health workforce	Build leadership capability
Pacific health workforce	Build leadership capability

# Current sector leadership national programme



## Leadership and Management Programme (LAMP)

- Top Management Programme (TMP) – on hold
- Managers in Action Programme (MAP) ✓
- Health System and Management for Clinicians (HSMC) ✓

# Executive leadership development for clinicians and managers



Proposal developed 2008

## “Transformational Health Leadership”

Incorporating Minister of Health’s requirement for  
greater clinical leadership:

- In Good hands
- When Clinicians Lead



# Transformational health leadership

**Vision:** *To grow a community of capable, innovative and inspiring health leaders*

**Mission:** *Support & enhance the development of current & aspiring clinical and management health leaders. Foster learning & excellence by creating a safe, fulfilling and enriching environment that promotes transformational leadership thinking and practices*

**Values:** *Equity, quality & innovation, partnership and collaboration, authenticity & sustainability*

# A learning sector model



# Key learning approaches

Self reflection and growth + peer group development:

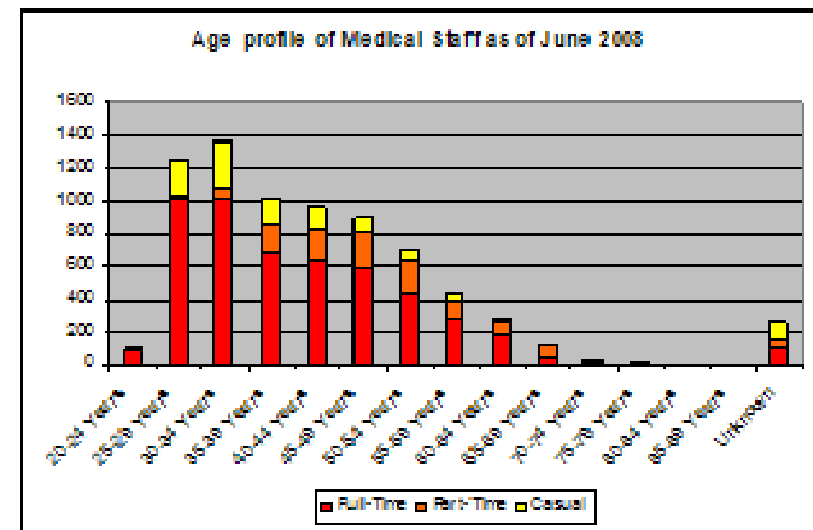
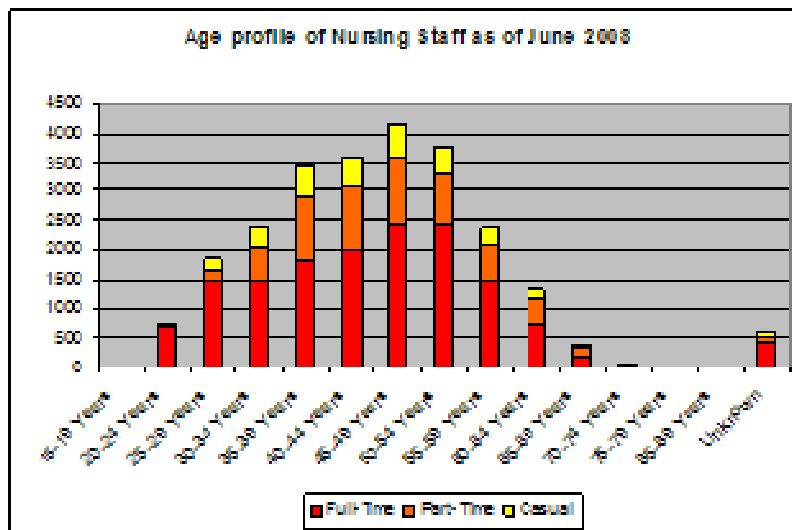
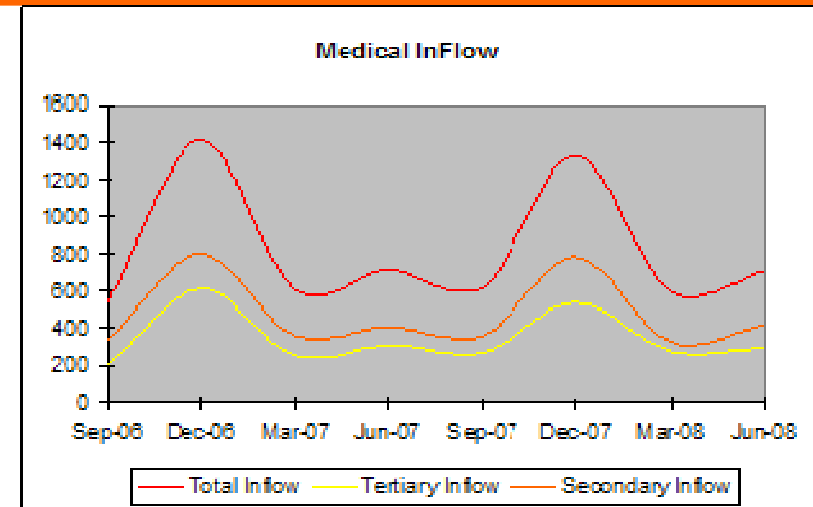
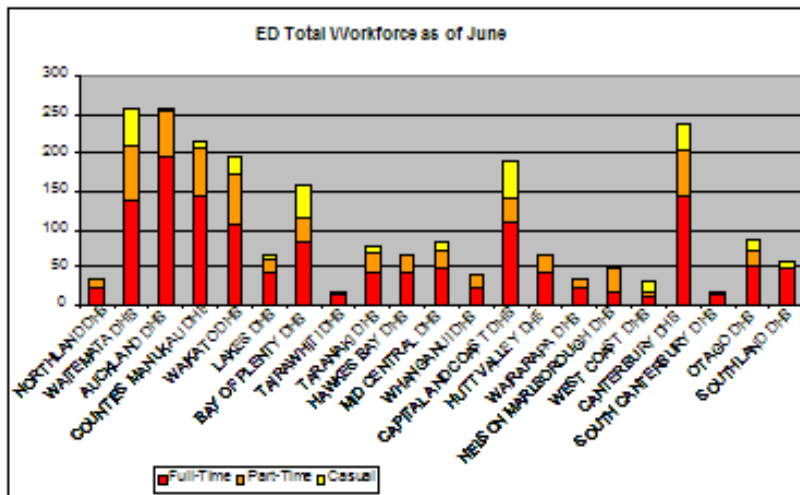
- 360° feedback
- Coaching / mentoring
- Personalised development pathway
- Senior leadership programme
- Leverage off existing international programmes – Canadian, NHS and Australian programmes”
- National / international secondments
  - Focus on strategic projects at a national level
- Focus Groups and Think Tanks
- Network development

# Where to from here

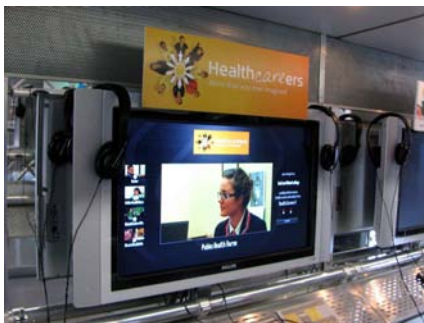
1. Business Case development
2. Funding approval: MoH and DHBs
3. 15 participants year 1, increasing to 45 participants year 2+



**Framework guides all sector leadership programmes**



# Inzone Bus





# Healthcareers

More than you ever imagined

