

Workshop Six

Embedding Leadership

- Lessons learnt about embedding leadership in day to day lives.
- Development feedback mini-survey and future development focus.

Alumni (afternoon 4 months after workshop five)

- Participate in the Alumni workshop.
- Consider Alumni support options.

Programme Facilitators

Dr Peter Blyde, Director of CATALYST4 (www.catalyst4.co.nz)

Peter has extensive leadership development experience with a wide range of organisations and has led the Midland Health Leaders Advanced Programme since its inception in 2006.

Costs

The cost per participant is approximately \$4,500. Payment will be according to each participating DHB systems.

Application Forms

Complete the Midland Leadership Programme application form and send to your manager for approval. The application then goes to your DHB's 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 2018

Workshop One	13 & 14 February
Workshop Two	14 March
Workshop Three	11 April
Workshop Four	9 May
Workshop Five	13 June
Workshop Six	17 October
Alumni afternoon session (Tuesday)	17 October

**Venue: The Verandah Function Centre,
Hamilton Lake Domain**

 **Midland**
District Health Boards
Leadership Programmes

Aim

To support and sustain leaders in the leadership challenges they face by extending participants leadership skills and developing the 2-3 key leadership behaviours that are identified by 360 as having the greatest positive impact for the participant.

Intended Participants

The Midland Health Leaders 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 more senior managers and clinical leadership positions.

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 workshops begin.
- Five leadership workshops; two days for workshop one.
- Coaching sessions with their managers.
- All leadership developmental activities such as peer learning sessions, written reflections and feed forward coaching.
- Workshop Six comprises a morning session and incorporates the afternoon alumni session.
- A repeat Light Touch 360 survey 12 months later.

Workshop One (2 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.
- To be clear on the peer coaching skills that will keep momentum on your leadership development.

Workshop Two

Engaging People with the Future

Learning objectives:

- Understand the different ways I can engage my team in defining what success looks like (shared vision) and have a plan for doing so.
- Understand the five key factors that underpin high performing teams
- Have actions to increase my own team's effectiveness.

Workshop Three

Developing Self and Others

Learning objectives:

- Recognise and make choices about the most effective methods for developing the leadership of their staff.
- Be able to coach staff ensuring the real issues are being addressed and sustainable behaviour change occurs.
- Be able to listen more effectively to others and ask the right / deeper questions.
- Have clear actions and commitments for sustaining their own development.

Workshop Four

Leading Change

Learning objectives:

- Understand the key stages (and pitfalls) in leading effective change and apply to a current change.
- Ability to assist people make the emotional transitions associated with change.
- Increased ability to interpret the (sometimes competing) signals and align your actions to your organisation.

Workshop Five

Leading for High Performance and Staff Engagement

Learning objectives:

- Know how to enhance decision making dynamics.
- Know your preferred communication style, identify the preferences of others, adapt your own style to better suit those you are communicating with.
- Conduct effective courageous conversations and provide high impact feedback and encouragement.