Call for Expression of Interest

Clinical Leaders

Health LEADS – Developing LEADS

Developing LEADS is an initiative to provide the Clinical Leadership Programme in Australia™ for health professionals in a state-wide interprofessional model

Expressions of Interest – Clinical Leaders

Expressions of Interest are now being sought from people interested in participating as Clinical Leaders in the next Developing LEADS programme, commencing in early June 2012.

Developing LEADS delivers the Clinical Leadership Programme in an interprofessional model. This programme is open to allied and scientific health professionals, doctors, dentists, pharmacists, nurses and midwives who are SA Health employees working in a country or metropolitan health unit.

This initiative is centrally funded by SA Health and there is no charge to either the health unit or the individual participant.

The Clinical Leadership Programme in Australia™ is a highly successful 12 month professional development programme for health professionals, which has been running in South Australia since 2003.

The primary aim of this programme is to achieve safe, quality, person-centered care by assisting health professionals to develop leadership strategies that enable them to deal effectively with the realities of day to day practice.

Health LEADS is a leadership development initiative that will complement our people’s technical excellence with enhanced leadership skills. This will help us to change the way we deliver health outcomes as guided by the health reform agenda.

The South Australian health system is currently undergoing significant and unprecedented levels of change associated with many of the current and emerging issues and challenges such as:

- an ageing population
- increased prevalence of chronic disease
- increasing demand for hospital services
- spiralling costs of healthcare
- growing skills shortages.

SA Health has recognised that to meet these challenges and deliver quality health care now and into the future there is a need for strong leadership at all levels in the organisation. To achieve this SA Health has identified a need for the development of leaders who will share, enact and embody a common set of leadership qualities, competencies and behaviours. Helping to shape people at all levels within the organisation to exhibit leadership is the essence of Health LEADS.

Health LEADS delivers a foundation of five core leadership dimensions (LEADS) to provide a common set of leadership skills and help us become even more successful in the way we deliver health outcomes:

- Leading Self
- Engaging Others
- Active Caring
- Delivering Results
- Shaping Systems.

These leadership dimensions are applicable to individuals at all levels of the organisation, not just those in leadership roles. This approach supports our belief that all people at SA Health can exhibit leadership.

The Clinical Leadership Programme is designed, developed and supported by the Royal College of Nursing of the United Kingdom

DISCLAIMER: The Royal College of Nursing, United Kingdom (RCN, UK) Clinical Leadership Programme has no association with the New South Wales Clinical Excellence Commission.
Role, eligibility criteria and commitment for Clinical Leaders

Clinical Leaders are generally people working in the implementation and delivery aspects of health care. This would include, for example:

> Allied Health Professionals working in roles at AHP2 and AHP3
> Doctors – senior registrars and those who are completing / have recently completed their training program
> Nurses and midwives working in roles at RN/M 2, 3 or 4

Clinical Leader role
The role of the Clinical Leader is to engage fully with all aspects of the programme over a 12 month period. It is anticipated that Clinical Leaders will be given the opportunity during their involvement with the programme to develop:

> the link between a greater understanding of self and enhanced professional practice
> greater knowledge of leadership marked by demonstrated ability to critique and integrate leadership qualities and skills into practice
> a proactive stance as a change agent demonstrated by:
  > sharing experience and knowledge
  > further development of safe quality practice in the workplace setting
  > further development of skills in organising person centred care
  > active participation in the development of leadership skills in self and colleagues
  > active participation in the development of an organisational culture that demonstrates person centred leadership
  > active engagement in developing policy that reflects person centred leadership in response to the South Australian government’s health reform agendas.

Eligibility criteria
The following requirements are considered in the selection of Clinical Leaders:

> volunteers to participate in the programme
> has the complete support of their employer
> has commitment to maintaining confidentiality
> has commitment to the principles of ongoing learning and professional development
> has ability to assume (or willingness to work towards) responsibility for own personal and professional growth
> has direct responsibility or influence on care / service.

Clinical Leader Commitments
Clinical Leaders are required to commit to participating fully in the programme for its 12 month duration. This involves:

> participating in 12 full day workshops
> participating in an action learning set (full day) every 6 weeks
> participating in a monthly one-on-one meeting with a Local Facilitator (approximately 1 hour)
> meeting with a mentor (duration and frequency as negotiated).

How to apply
Expressions of Interest are invited from interested health professionals, and should include the following:

> a Clinical Leader application form signed by your Director / Manager
> a one page statement addressing:
  > what you would gain from participating in Developing LEADS
  > what you would contribute to Developing LEADS
> your current curriculum vitae, including current role and responsibilities, work history, completed courses and professional development activities

Please note: you may be required to undergo a Criminal History Check.
Enquiries and submission of Expressions of Interest

Enquiries should be directed to:
Kirstie Walkley
State Lead Facilitator
or
Heidi Silverston
Director

Tel: (08) 8222 2884

Expressions of Interest should be sent to:
Nadine Gurney
Senior Administrative Officer
Clinical Leadership Programme in Australia™
Level 2, Eleanor Harrald Building
Royal Adelaide Hospital
North Terrace, Adelaide, SA 5000

Tel: (08) 8222 2884
Fax: (08) 8222 2532
Email: nadine.gurney@health.sa.gov.au

Closing date
Please note that the closing date for Expressions of Interest is:
Friday, 16 March 2012