



LEAD AND LEAP

AN INNOVATIVE, INTERACTIVE AND INSPIRATIONAL LEADERSHIP
PROGRAM FOR CLINICAL LEADERS IN MEDICAL EDUCATION AND
TRAINING

COURSE OVERVIEW

Lead and Leap aims to deliver a high quality, innovative, interactive and inspirational leadership program to build and develop skills for clinical leaders in medical education and training within the NSW health system.

Led by Dr Rebecca Nogajski, the program includes an experienced faculty of medical specialists and an executive coach. Guest speakers from diverse professional backgrounds are also invited to present throughout the year.

The 5 face to face workshops are structured around the following learning modules:

- 1. Looking Inwards:** Understand own personality and leadership style and that of others.
- 2. Looking Outwards:** Develop the skills needed to work effectively with others.
- 3. Looking from Above:** Develop an understanding of the NSW Health system and learn how to get things done.
- 4. Looking Forward:** Develop and implement strategies to meet future needs in medical education for both the individual and across the system.
- 5. Looking Overall:** Focus on drawing together the learning of the program and what it means to be a leader in medical education and training.

WHO IS THE PROGRAM FOR?

Lead and Leap is open to motivated doctors at all stages of their career. The program varies according to which category a participants falls into:

Lead- Consultants who teach, supervise or mentor doctors in training or who are interested in being involved in medical education and training and want to develop and build their leadership skills.

Lead allows senior doctors to both participate in the program and to join the faculty team for a unique opportunity to both learn and lead. Group coaching with the program's executive coach is also available throughout the workshops.

Leap- Doctors in training in NSW (PGY1 to Fellow, Prevocational and Vocational trainees) with an interest in medical education and training.

ELIGIBILITY CRITERIA

- Demonstrated interest in leadership and engagement in medical education and training.
- Current or planned leadership role in medical education and training, such as involvement in a HETI committee or State Training Council, or as a Supervisor, Mentor or Clinical Teacher.
- Demonstration of potential benefits for the applicant.
- Opportunity to apply skills and knowledge following the program.
- Commitment to attend full program (10 workshop days).

PROGRAM SCHEDULE

LEAP PARTICIPANTS

Thursday 7- Saturday 9 March 2019	Workshop 1, Crowne Plaza Terrigal (Residential)
Friday 3 May 2019	Deadline for submitting Group Project Written Report
Friday 10- Saturday 11 May 2019	Workshop 2, College of Law, Sydney CBD
Friday 12 July 2019	Deadline for submitting Group Project Lesson Plan
Friday 19- Saturday 20 July 2019	Workshop 3, College of Law, Sydney CBD
Friday 13- Saturday 14 September 2019	Workshop 4, College of Law, Sydney CBD
Friday 1 November 2019	Deadline for submitting Group Project Written Report
Friday 8 November 2019	Workshop 5, College of Law, Sydney CBD

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COURSE OUTLINE

WORKSHOP 1

LEARNING OUTCOMES

1. Cultivate a sense of self-awareness through identifying a leadership vision, style and values.
 - Identify own personal values.
 - Understand how to lead with integrity.
 - Recognise that leadership is a lifelong learning process
2. Awareness of the impact of personal characteristics, behaviours and actions on team function.

GROUP PROJECT

The purpose of this first project is to reflect on and to apply what you have learnt in Workshop 1 specifically in relation to personal values, leading with integrity, and awareness of your personal impact within a team setting.

Your group will:

- Submit a 1 page written report - due 1 week before workshop 2
- Deliver a 5 minute group presentation during Workshop 2

MARKING CRITERIA

Each LEAP participant will conduct a confidential peer evaluation of their team members' contributions to the presentation activity and submit to the LEAD participant in their team. The LEAD team member will combine these evaluations with their own evaluation of each team member, provide feedback to each group member and a final mark for the group.

Team members will be rated on a scale of 1-5 on their contributions to:

- Identifying and describing the roles needed for the task
- Assigning team members to the roles identified
- Developing a clear rationale
- Developing a five year plan
- Demonstrating self awareness during group task
- Demonstrating leadership during group task.

COURSE OUTLINE

WORKSHOP 2

LEARNING OUTCOMES

1. Communicate effectively in difficult situations and employ techniques such as conflict resolution and negotiation.
2. Identify barriers to communication in difficult situations and develop strategies to overcome these barriers.
3. Recognise the value of feedback received from supervisors and peers in developing own practice.
4. Know his/her own temperament style and its effect on his/her perceptions of and interactions with others.

GROUP PROJECT

The purpose of this project is to reflect on what you have learnt about effective communication, applying techniques for effective communication, giving and receiving feedback and understanding temperament during Workshop 2 and put some these principles into action with the other members of your group.

Your group will:

- Develop and submit a written lesson plan - 1 week before workshop 3
- Deliver your 15 minute lesson during workshop 3

MARKING CRITERIA

You will be marked on how well you:

- Use the lesson plan template to organise and structure the lesson
- The lesson plan covers key concepts, principles and techniques relating to effective communication: conflict resolution, negotiation, identifying and communicating in difficult situations, strategies to improve communication, the value of giving and receiving feedback, temperament and its role in communication (covered during Workshop 2)
- All team members demonstrate an active contribution during the delivery of the lesson
- Lesson delivery is aligned to the lesson plan and covers the key concepts and principles.

COURSE OUTLINE

WORKSHOP 3

LEARNING OUTCOMES

1. Gain a greater understanding of the NSW health system and how to influence change.
2. Describe and identify the fundamentals of the change management process.
3. Understand and describe the benefits of giving and receiving effective and constructive feedback.
4. Identify and apply time management strategies and techniques for the benefit of self and team members.

WORKSHOP 4

LEARNING OUTCOMES

1. Recognise own indicators of stress and identify personal care techniques and behaviours.
2. Develop critical and systems thinking to help shape future health delivery.

GROUP PROJECT

The purpose of this project is to encourage participants to apply all of the skills they have learnt during the course, in particular workshops 3 and 4. It is anticipated that the new groups will add to the challenge with participants having to adapt to a new set of personalities and skills to complete the project.

Your group will:

- Submit a 2 page written report - due 1 week before workshop 5
- Deliver a 10 minute group presentation during Workshop 5

MARKING CRITERIA

You will be marked on how well you:

- Clearly identify and define the problem
- Describe and justify the solution you have developed including vision and outcomes you hope to achieve.
- Demonstrate strategic thinking; delivery methods analysis and teamwork
- Demonstrate evidence of stakeholder analysis; identification of barriers to change; SWOT analysis and engagement plan
- Team involvement
- Present a clear and convincing argument for implementing your program

COURSE OUTLINE

WORKSHOP 5

LEARNING OUTCOMES

1. Develop an action plan using tools and techniques learned in the course to tackle an identified issue in the workplace.
2. Match leadership approaches to organisational needs.