



HEALTH
EDUCATION
& TRAINING



APPLY NOW
CLOSING DATE
30 AUGUST 2018

DEVELOPING A NEW CLASS
OF SENIOR AND CHIEF EXECUTIVE
HEALTH LEADERS

The NSW Health Senior Executive Development Program is designed to develop NSW Health senior executives who are motivated and ready to take on a more senior leadership role within NSW Health

THE NSW HEALTH SENIOR EXECUTIVE DEVELOPMENT PROGRAM COHORT THREE 2018-2019

GROW SENIOR LEADERSHIP POTENTIAL WITHIN NSW HEALTH

PROGRAM PURPOSE AND OBJECTIVES

The ten month Program aims to build a cadre of NSW Health senior executives and general managers with the capability to operate effectively in a broader range of senior roles within the complex and adaptive NSW Health system. The program will build a pool of executives who may be considered suitable for future senior executive and Chief Executive positions within NSW Health.

The overarching program objectives are to build capabilities in the following key areas:

- Strategic leadership adopting a whole of health approach
- Adaptive leadership and the ability to deal with strategic challenges, complexity and change
- Collaboration across boundaries and navigating the broader health system and other government/partnering agencies
- Authority, accountability and decision-making
- The value of coaching and mentoring for self and others
- Corporate governance and political intelligence

METHODOLOGY, APPROACH AND STRUCTURE

The NSW Health Senior Executive Development Program is designed to ensure that the learning and development needs of each participant are identified accurately and addressed effectively while enabling adaptive system capacity.

The Program will incorporate core components alongside individualised learning pathways that will be based on participants' identified development needs. These will be incorporated into a dynamic individualised development plan and performance agreement for each placement. The plan and agreement will be endorsed by the Executive Sponsor.

Participants will be expected to undertake a program of assessment to successfully complete the program. This will involve working in small groups focusing on a strategic issue within NSW Health and the associated adaptive leadership challenges that this presents.

Applications for the 2018 - 2019 NSW Health Senior Executive Development Program (Program) are invited from Tier 2, Tier 3 and exceptional Tier 4 health leaders responsible for managing significant functions and teams.

The Program will commence 22 and 23 November 2018. There are 5 two-day modules. The Program ends on 25 July 2019.

"The ability to learn in an environment with so much support is very rare. The experiences are real life, the immersions are specific to our roles and the opportunity for self development is second to none."

PROGRAM CORE COMPONENTS



360° ASSESSMENT AND EXECUTIVE COACHING

360° assessment with facilitated feedback and development plan. Participants are encouraged to share relevant development objectives with their Chief Executive sponsor and Program faculty. Participants engage in six executive coaching sessions during the Program.



FIVE LEARNING MODULES

Learning modules are held in Sydney with one Module hosted by a Local Health District or Specialty Health Network where possible.

The Modules consist of two-day highly experiential intensives and cover the following five focus areas:

- Driving Innovation
- Positive Results
- Empowerment
- Shaping Culture
- Connecting Networks.



PEER LEARNING

This includes opportunities for action learning, peer coaching and accessing subject matter experts including current NSW Health system Chief Executives.



PLACEMENTS

Placements will take the form of two secondments across the ten month period in identified positions aligned to the participant's individual learning pathway and development plan. Feedback and assessment will be provided against personal and performance objectives to be outlined in a performance agreement endorsed by the Chief Executive of the placement organisation. The placements will be variable in length to a maximum of three months dependent on the suitability and availability of the identified placement position.

Placements will be coordinated by the Executive Sponsor (or delegate) of the host or placement organisation in negotiation with participants and the Health Education and Training Institute.



INDIVIDUALISED LEARNING NEEDS

Other learning opportunities may be made available at the discretion of the Chief Executive of the host or placement organisation.



SHADOWING CRITICAL POSITIONS

Participants will have the opportunity to shadow critical positions including Chief Executive, Board Chair and other senior executive positions.

PROGRAM OUTCOMES

KEY PROGRAM OUTCOMES

Through participating in the Program, participants will demonstrate their readiness and potential to be an effective senior executive or Chief Executive. The Program aims to enable participants to:

- 01** Clearly articulate the demands and accountabilities of the role of a senior executive and Chief Executive, including leading the development of strategy, managing an effective executive team, shaping organisational culture and managing organisation performance
- 02** Manage the responsibilities of an individual executive portfolio and demonstrate the ability to work across boundaries for the development of integrated systems
- 03** Engage with staff, patients, service users, carers and families of all backgrounds, enabling person-centred care within an effective organisational culture
- 04** Partner across the system, working within a whole of health approach taking into account NSW State Government priorities, national trends and policy drivers
- 05** Display political awareness and insight to take appropriate action in the political environment
- 06** Critically assess the balance between innovation and sustainability across the system
- 07** Demonstrate high level management capability and business acumen
- 08** Demonstrate confidence in strategic leadership, courageous decision-making and take actions that make the aspirations of NSW Health a reality
- 09** Practice self-development activities to grow personal leadership capability with the leadership mindset required for work in a complex adaptive system
- 10** Develop a critical awareness of a personal approach to leadership - defining personal style, strengths, behaviour, values and attitudes.

ASSESSMENT CRITERIA FOR PROGRAM COMPLETION

To successfully complete the Program, participants are expected to undertake and participate in the following:

- 01** Attendance and participation at all modules
- 02** Peer learning and strategic challenge work
- 03** 360° assessment and feedback
- 04** Individual development plan and achievement of performance agreement objectives as agreed with the Executive Sponsor
- 05** Six executive coaching sessions (face to face, teleconference or online)
- 06** Two placements or secondments
- 07** Ongoing evaluation of the impact of the Program and identification of future success enablers assessed throughout and at the conclusion of the Program.

PROGRAM MODULE DATES

PROGRAM MODULES	DATE
Module One	22 and 23 November 2018
Module Two	7 and 8 February 2019
Module Three	21 and 22 March 2019
Module Four	2 and 3 May 2019
Module Five	13 and 14 June 2019
Presentation Day	25 July 2019

APPLICANT SELECTION PROCESS



PROGRAM COSTS

THE PROGRAM COSTS ARE DISTRIBUTED AS FOLLOWS

- Participant's usual salary (substantiative position) will be funded by the participating NSW Health organisation
- Costs associated with participant attendance at the Assessment Centre and Program modules (ten module days and Program Presentation day) will be funded by the participating NSW Health organisation
- For placements, participants can be cross-rotated into each other's roles. The NSW Health organisation will fund backfill costs if these are required
- Costs for travel and accommodation to attend the Assessment Centre, Modules or for placements will be sourced from within the NSW Health organisation. If required, the Health Education and Training Institute may provide a nominal contribution towards costs
- Program design, delivery (including venue) and evaluation and the Assessment Centre process will be funded by the Health Education and Training Institute. This also includes any costs required to support the involvement of the Program Chair or specialist contributors.

**FOR MORE INFORMATION
PLEASE CONTACT**

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PHONE

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