



Clinical Leadership The Journey So Far...

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Why Clinical Leadership ?

– a local story

- Practice Development commenced within a number of clinical areas within Nursing
- Needs analysis undertaken within Nursing & Midwifery clinical staff
- Needs analysis undertaken within Nursing & Midwifery Management

Leadership Support Program

The program offered a menu of options for participants which included the following:

- participate in an action learning set;
- individual coaching;
- project management and leading a change project; and
- support with team building and the development of workplace values, visioning and workplace culture analysis.

Evaluation of Leadership Support Program

Participants reported the program

- Created an environment where trust was built and contributed to self-discipline, providing safety through familiarity.
- Provided role clarity
- Enabling questions contributed to participants moving away from telling people what to do to being more facilitative. This reinforced the concept of facilitation by:
 - assisting staff within the teams to make decisions for themselves; and
 - transferability of action learning for exploring challenges experienced within the workplace.

A Strategic Approach

A suite of Leadership Programs that have core themes across each program

The intent of the Statewide program is to enhance the ability of the clinician who leads a team to:

- Improve the patient's experience of care
- Enhance their own and the team's understanding of governance as it relates to patients, staff, and self
- Create a work environment that supports work-based learning
- Develop a culture of person-centred care
- Utilise resources and routinely collected data that is available within the organisation to maximise work practices

The outcome criteria for individual participants is that they can demonstrate their ability to:

- Apply governance principles within their work practices
- Act as an effective role model for leadership practice
- Lead patient focused change practice activities with the health-care team using practice development approaches
- Determine and justify patient focused change activities pertinent to their clinical team's work
- Make decisions informed from data routinely collected in the AHS
- Critically reflect on their own practice and is systematic in enhancing their performance
- Make available supportive frameworks to other staff in order to enhance their reflective practice and other skills
- Manage challenging behaviours in the workplace
- Access and use the systems and resources available within the health-care setting efficiently.

Modules

One: *Practice Development , Leadership & Governance*

Two: *Self Governance*

Three: *Team Governance*

Four: *Strategies for creating a learning culture*

Five: *Management of Clinical Processes & Governance*

Expectations of participants in the Statewide Clinical Leadership Program

Commit to engaging in structured learning experiences during the Program through

- Attending workshops and engaging with other participants
- Undertaking personal learning activities within the program
- Implementing Practice Development strategies in your clinical team
- Meeting with the facilitator on a regular basis
- Maintaining a portfolio of evidence of your leadership practices and learning while in the program
- Participating in Performance Development processes
- Participating in evaluation of the Clinical Leadership Program

Support Structure

- Clinical Excellence Commission
- Statewide Program Sponsor: Debra Thoms
- Local AHS Program Sponsor and local resources
- 0.5FTE Facilitator for each group of 10 participants
- 0.3FTE Program Manager
- 1 FTE Administration Officer
- Statewide Coordinator