



# Leadership Strategy 2022-2025

## OUR VISION

Excellence in Nursing and Midwifery Leadership

## OUR MISSION

Strengthening Nursing and Midwifery leadership through building capability and capacity

## OUR STRATEGIC INTENTIONS

### ARTICULATE CAPABILITIES

Describe, articulate and cultivate “What excellent leadership looks like” for Nursing and Midwifery

#### KEY DRIVERS

- ▶ **Conceptual Framework** for Nursing and Midwifery Leadership Development
- ▶ **Leader Success Profiles** for N/MUMs, Facility DoNMs and LHD/SN DoNMs
- ▶ **How-to-Use** the Leader Success Profiles
- ▶ **Leadership Curriculum** alignment to leadership capabilities
- ▶ **Success stories and examples** of Nurse and Midwifery Leaders

### BUILD TALENT

Shape a culture that promotes a consistent approach to Nursing and Midwifery Leadership development

#### KEY DRIVERS

- ▶ **Nursing and Midwifery Pipeline & Pathways**
- ▶ **Mental Health Pathways in Practice Program**
- ▶ **Mentoring** in Midwifery Program
- ▶ **Networking groups**, such as DoNM Networking Program, State Midwifery Leaders and Managers Network, Mental Health Directors of Nursing Leadership group
- ▶ **Leadership development** by the MHPiP Coordinators

### SUSTAIN CAPACITY

Build a Nursing and Midwifery Leadership and talent pipeline that delivers fit for purpose leadership capacity across the system

#### KEY DRIVERS

- ▶ **Leadership program** for emerging leaders through to LHD/SN DoNM
- ▶ **Leadership Programs and Mentoring in Midwifery Program** to build capability and capacity of mentors
- ▶ **Pathways in Practice** including Mental Health and Rural Nursing
- ▶ **Continuous engagement and partnership** with nursing and midwifery leaders across NSW focusing on NaMO strategic directions

## OVERARCHING FRAMEWORKS

- NSW Health Future Health Strategy 2022-2032
- NSW Public Sector Capabilities Framework
- NSW Health HETI Leadership and Management Framework
- NSW Health Talent Strategy 2022-2032

## OUR GOAL

Support and develop “Fit for Purpose” Nursing and Midwifery Leaders to grow a compassionate, safe, high quality care person-centered workforce