

Competencies Covered

Competency 1: Transferable skills, knowledge and frameworks; Understanding current explicit and tacit clinical knowledge and transferring this into leadership skills (applied to all sections and competencies); Whole systems thinking; Managing change; Strength-based models (building capacity around you). These are all clinical frameworks that are known and are easily transitioned to a leadership paradigm.

Competency 2: Performance development (self and others); Domains of Emotional Intelligence competencies; Role of values in the workplace; Coaching model for performance; Communication and building human networks; Behavioural theories to support effective leadership. Introducing new frameworks linked to clinical situations and applied in leadership.

Competency 3: Creating a learning culture; How people learn; varying your style of leadership for engagement; Understanding how to create a winning workplace culture and develop a learning organisation; Understand lean thinking, waste minimisation and quality tools (some new and enhanced knowledge).

Competency 4: Practical skills; Face to face practice, application and feedback by facilitator of learning, followed by 6 months follow up using on-line forums and an assignment to demonstrate application in the workplace using real life scenarios.

Course Details

Course Costs: \$1,800 excl GST per person (first pilot course)

\$2,250 excl GST per person (standard rate)

Organisation rates for whole of organization approach

Includes: Lunch, morning and afternoon tea on both days, and 6 month's FREE access to online material and discussion forum.

Email: details@dynamiceducationonline.com

Dynamic Education Ltd, PO Box 214, Napier 4140

Ph: 06 835 9018 Fax: 06 835 9017

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Great teams are:

- innovative
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Transitioning Clinicians to Leadership



Suitable for all Clinical Nurse Leaders and Managers across all healthcare providers



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Learning Resources for Success

The Course

Transitioning Clinicians to Leadership is a competency-based blended e-learning and face to face orientation course for successfully transitioning clinicians to leadership.

The course builds on the existing capital and intellectual capability of clinicians. It succeeds because it is based on what clinicians already know and can apply immediately, thereby reducing both cost and risk associated with the first 12 months of inexperienced new clinical managers.

The content of the course is based on New Zealand action research (a 6.5 year study of what is working and what is not working). When applied to a whole organisation it will create a culture change in the organisation to one of coaching, learning and collective brilliance.

The Research

The action based research has identified the trends and the associated competencies required to effectively support clinical managers. Current programs do not build on current knowledge and appear to lack practical and effective tools to manage on a day-to-day basis from time of appointment.

Knowledge becomes an asset when it is active and useful. This program makes the wealth of clinical knowledge available active and useful in management/leadership realising the investment in clinicians as leaders. This gives them two skills sets to call upon to help create possibilities for a culture of learning in the organisation.

Clinical Director DHB (Diana as a Leader in a DHB)
"Diana is one of those very rare managers (in fact unique in my experience to date) who applies very effectively in her daily practice all those leadership, communication and empathetic skills and knowledge that are rarely evident outside of the text books and training workshops."

Program Delivery

The program includes: pre-reading material, 12 hours of e-learning over a 3 week period, a 2 day facilitated face-to-face course which follows (includes feedback and inquiry on implementing the competencies with a focus on coaching) and involvement in an on-line forum to consolidate learning for 6 months.

Participants complete an assignment in the last 2 months using a real life scenario and demonstrate application of the four sets of competencies. Prior to receiving a competency certificate they complete an on-line evaluation for the continuous improvement of the program. For a whole of organisation approach Dynamic Education Limited support a Train-the-Trainers program moving finally to a license to run the program in-house, thereby reducing cost for the health service.

Program Benefits

The Transitioning Clinicians to Leadership program can put 12 clinical managers through the program for the cost of \$27,000. Compared to the cost of managing avoidable problems (including systems, process, people and infrastructure problems), **this program can save your organisation tens of thousands of dollars** every year. The program content has been reported to:

- Reduce staff turn-over and sick leave
- Improve decision-making and confidence
- Reduce risk and cost
- Increase effectiveness and efficiencies

PHO Manager – Face-to-face course participant: *"Absolutely invaluable skills learnt and think that all managers should attend (compulsory). All the information learnt was so valuable that I will take it with me in any job/work environment."*
Anonymous Feedback: *"Very empowering. Explained the models and concepts clearly. Allowed discussion but great at re-directing."*