

**A SYSTEMATIC APPROACH TO
PROMOTE THE PROGRESSION OF
WORKFORCE DEVELOPMENT:
EMBEDDING LEARNING IN
WORKPLACE PERFORMANCE.**

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Leadership Capability Framework

- Communication
- People management
- Personal effectiveness
- Relationships
- Achieves results
- Shapes strategic thinking

Organisational Development Unit

University of Melbourne 2007

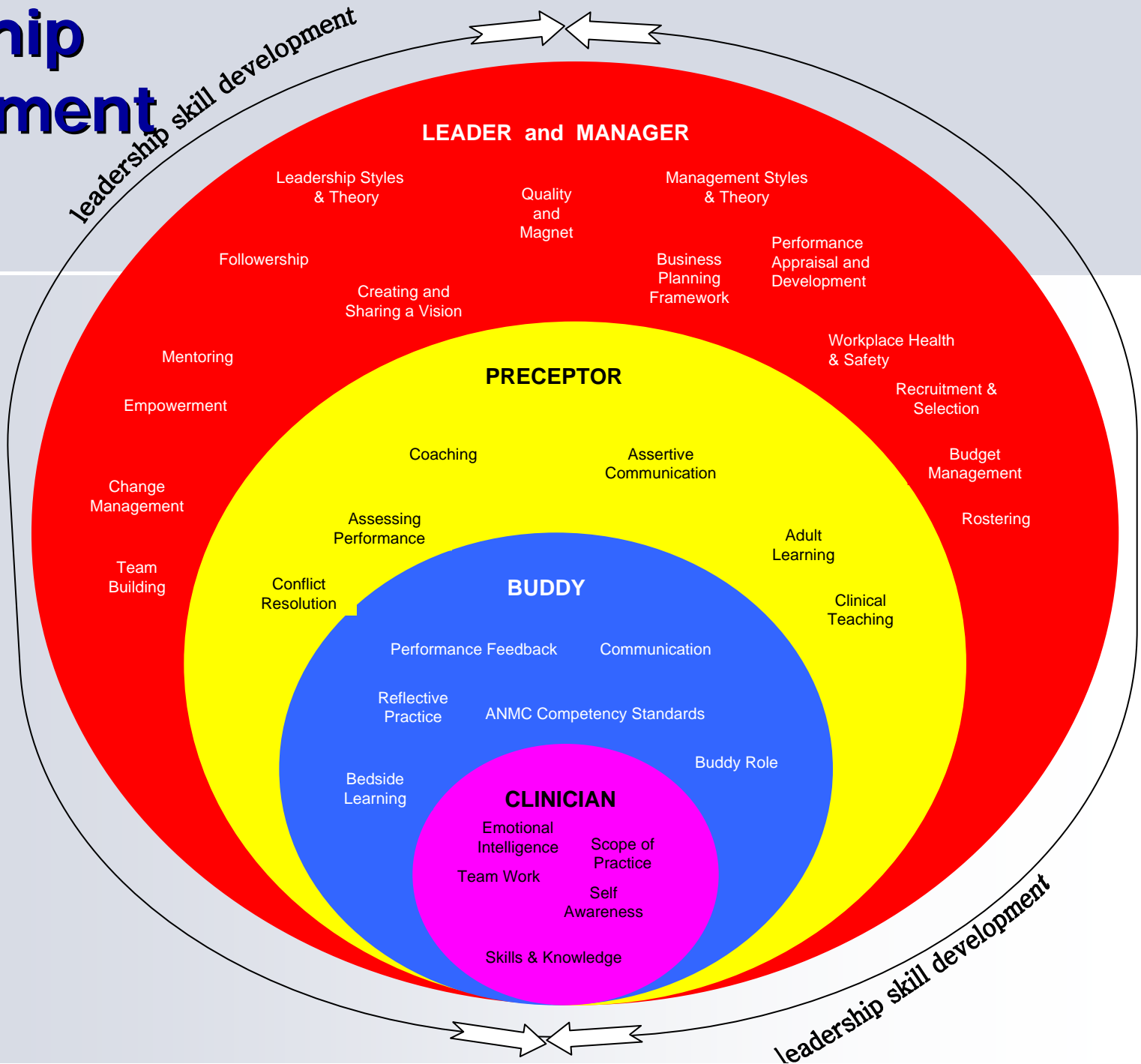
Benefits of leadership development

- Happier staff
- Empowerment
- Development of others
- Career prospects = staff retention
- Increased recruitment

PAH as a teaching hospital

- 20 AIN Trainees
- Up to 150 undergraduate nursing students/day
- 25 graduate ENs
- Up to 150 graduate nurses

Leadership Development Model



New Leadership Program

- Day 1 - Clinician buddy
- Day 2 - Preceptor
- Day 3 – Preceptor-leader
- Day 4 – Leader
- Day 5- Management functions of a leader (OPTIONAL DAY)

Getting it up and running

- Program will run over 12-15 weeks
- Each workshop will be 3 weeks apart
- Principles in practice session in between workshops
- Support required
 - NUM's & fellow Nurse Educators

Evaluation

- Self reflection & appraisal by participant
- Appraisal by NUM mentor
- Organisational cultural surveys in each clinical area