Healthscope
Leadership Academy

Amplify Your Leadership Program: Participant FAQ

Healthscope understands that its greatest asset is its people, and as such is making a large investment into its leaders. The Healthscope Leadership Academy incorporates a best practice, engaging and blended learning approach, all designed to build leadership capability across the organisation.

Amplify Your Leadership was one of the first programs to be launched in the Healthscope Leadership Academy. This program provides you with the exciting opportunity to grow as a leader and further enable you to build and lead high performing and safe teams. As well all know, leadership truly is a life-long journey, and one that never ends and constantly evolves!

Who is the program for?

This program has been developed to support managers across Healthscope, both those who work directly or indirectly in care. Managers can be defined as having full management responsibility and have employees reporting into them on a full-time basis. Examples of managers include NUM, MUM, Manager, Allied Health managers, Support Services managers, Health Information Manager, Front of House Manager, Theatre Manager and Angio Managers.

How long is the program?

This program is a learning journey experienced over a 5month period. The skills and capabilities that are developed will be built over time, with many opportunities to practice in and outside the classroom, as well as tools to ensure new leadership approaches can be embedded back in the ward/department.

This program will start with a pre-program briefing for participants and their direct line-manager, and pre-program activities including completing a personality assessment and a few short tasks to get prepared for day 1. This will be followed by a project briefing, two full workshop days, optional project support catch-ups, a project presentation and graduation. There will be short pre and post work activities to embed learnings as well as a Project that will be worked on outside of the workshop days.

How many AYL programs are running in 2025?

We are delivering four programs this year with a total of 80 places. These programs include a combination of in-person workshops and virtual sessions.

When are the dates for this program and where are the workshops being held?

All dates and locations for the 2025 Amplify Your Leadership program can be found in the “Program Dates and Locations” flyer.

What if I need to travel to attend the in-person workshops?

This program includes 2 in-person workshops held in either Melbourne, Brisbane or Sydney. If you are based outside of these locations and need to travel, the cost will be covered by your hospital or business function. Details on how to book your travel will be shared at the program launch.

Do I need to attend all workshops?

Yes, you will need to be available to attend all virtual and in-person workshops, the participant briefing, and graduation event. You will also need to commit to the project and pre and post workshop activities,

but the project check-in sessions are optional. Being available for these commitments is critical as concepts will be built on over the course of the program.

How is this program different to other leadership programs?

There won't be a heavy reliance on academic theories or hard to remember models. Instead, the 70.20.10 principle of learning will underpin the design of the program. Emphasis will be on skill practice using real work scenarios (70%), peer and facilitator feedback (20%), and engaging and relevant theory (10%) – all occurring in the classroom. As a result, you will be more comfortable and confident in applying your new skills back in the workplace. Furthermore, a blended learning approach (including assessment, projects, online simulations, guided manager support, and pre and post workshop activities) will keep you engaged and ensure that the training sticks. A participant from our pilot workshop late in 2020 shared that they came in "*apprehensive having attended many leadership courses over the years*" but this program "*extended*" their learning to another level.

Who is facilitating the workshops?

We have engaged two world-class providers to partner with us to deliver these programs: Development Dimensions International (DDI), and Interchange. DDI's strength is in its best practice and research-based leadership design and content, their engaging facilitators, and their resources to support you long after the program. Interchange is a leader in safety and have a proven track record for delivering best practice safety leadership content that supports organisations, teams and leaders in achieving a positive and proactive safety culture.

Why are we completing a pre-program personality assessment?

You will complete a personality assessment before you begin workshop 1 to provide insights into your leadership strengths and development areas in how you approach work and interact with others. You will receive a report prior to day 1 and receive a group debrief. It is also expected that you share your report and insights with your manager after day 1.

Why are we including a project?

Our well-designed project is the perfect mechanism to allow you to apply your new skills and knowledge in a relevant and true-to-life manner (thereby embedding the learning and achieving real results for your team). You will work on a real-life problem / goal within your team and present on your outcomes (successes, challenges and lessons learnt) at the end of the learning journey. You will receive detailed information about your project in the "project briefing" workshop. We will share project best practices, the project parameters and provide optional project check-in sessions via Microsoft Teams to support you along the way. This project will be something that you are motivated by, engaged in and want to work on! It will result in benefits to you as a leader, your team, and Healthscope.

How much time is required of me outside of the workshops?

It is estimated that you will need to spend approximately 2 hours per fortnight on your Project for the life of the program, and 30 minutes on pre and post workshop activities. These activities are designed to give you an opportunity to practice your learnings with your team. It is also expected that you meet with your manager after each workshop day to discuss key insights and how you will start to apply the skills within your team (with their support).

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The key to your success throughout this program is to practice the skills you learn in the workshops back in your day-to-day job, and we know that there are never any shortages in opportunities to do this; for instance, you could practice the skills the next time you provide feedback, coach a direct report, implement a change (big or small) or provide a performance review. In fact, in all the interactions you have day-to-day there are opportunities to practice the skills!

Who do I contact if I have further questions?

If you have any questions, contact the Career Pathways Team at Leadership@healthscope.com.au.

What feedback have you received from past participants?

Please see a sample of quotes:

- "I found the LEI assessment valuable and somewhat surprising. I will be incorporating the results and management of the risks highlighted in my management style". – *2022 virtual program participant*
- "Thank you for today's workshop it was really beneficial. It was a great opportunity to network with other leaders around the country". – *2022 virtual program participant*
- "I found the knowledge I have gained today whilst challenging to implement will be very beneficial." – 2022 virtual program participant
- "I loved the course as a whole. Engaging relevant and I'd like to do further studies in management." – 2022 NSW participant
- "Interaction with team members from all over Healthscope and states knowing that no matter where you are working, we all have a lot in common." – 2022 participant
- "The workshop was engaging and did share thoughts and issues arising in management style positions which was good to listen too." – 2022 VIC program participant
- "The workshop is very well presented and has provided me with tools to manage/coach myself as well as my ward staff." – 2022 VIC program participant
- "Well balanced between theory and practical activities." – 2022 VIC program participant
- "Excellent presentation Lyndell engaged with everyone and make us very enjoyable day!!" – 2022 VIC participant
- "Learned new skills and how to deal with difficult people. Very informative." – 2022 NSW participant
- "I found the workshop rewarding engaging and relevant to my area." – 2022 NSW participant
- "I found the day very informative and provided me with a lot of useful tools to place in practice." – 2022 NSW participant
- "Valentine made the topics easy to understand and adaptable Great trainer." – 2022 NSW participant