

Leadership Development

Leadership Development Suite Update

Leadership Development Suite's 1st Birthday



Leading You and Epworth to Excellence

The Leadership Development Suite, which was first launched in April 2009, aims to provide our leaders with the fundamental knowledge, skills and confidence required to be a successful leader at Epworth.

To date, the Suite has provided over 200 of our leaders the opportunity to be involved in a number of learning events, including the compulsory foundational program 'Leadership Essentials Program' (LEP) and non compulsory 'Opt-On' workshops.

The majority of our Operational Leaders have now completed the LEP, and are putting their new knowledge and skills into practice back in the work place. These leaders are also supporting their Emerging Leaders who are either participating, or preparing to participate, in the LEP this year.

We received a fantastic response from Emerging Leaders wanting to participate in the LEP and as such our programs are nearly at full capacity for the rest of the year.

For those Leaders who have graduated from the LEP we are offering an array of 'Opt-On' opportunities to suit your development needs. The feedback from the 'Coaching for Success', 'Understanding and Working with Numbers' and 'Leading Change' workshops has been fantastic. So don't miss an opportunity to participate in these practical sessions.

Leadership Development is now live on the intranet and includes all key leadership development information including the full 2010 calendar, booking forms, workshop details, leadership levels and a Leadership Development Suite overview, including the EHC Leadership Competency Framework, to enhance your understanding of Leadership at Epworth HealthCare.

Caitlin Davies
Group Organisational Development Manager

Welcome to the Leadership Development Suite Update

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For all your Organisational Development queries, please contact:

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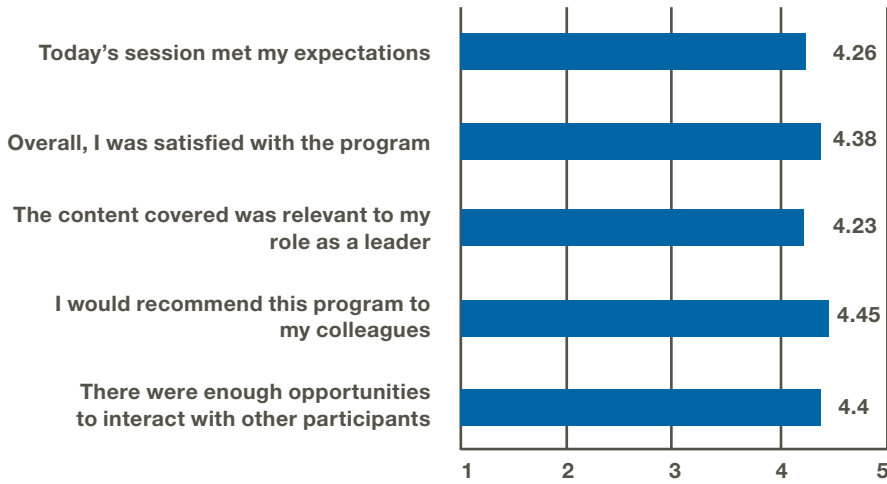


Read Me!

The Group Organisational Development Team highly recommends reading '**Emotional Intelligence**' by **Daniel Goleman...** to enhance your Leadership perspective and wider knowledge. You can obtain a loan copy from Susie Moreton at the Library on Level 4 at Epworth Richmond.

**Leadership Essentials Program:
What our leaders said.....**

Our leaders were satisfied with various aspects of the Leadership Essential Program (1 = Strongly Disagree to 5 = Strongly Agree)



You said it...

"We had a huge amount of fun and Sonia was really an outstanding coach."

- (Day 1) NUM

"I gained a greater insight into the operations of Epworth Healthcare."

- (Day 2) Manager, Business Development and Marketing

Leadership Essentials Program Calendar

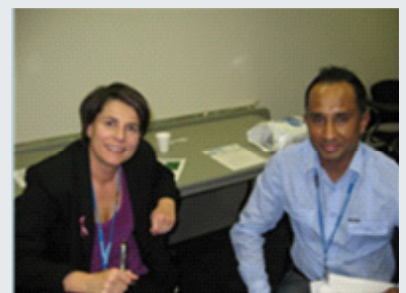
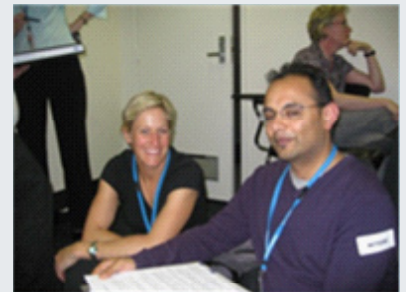
Program	Leader Level	Dates 2010	Time
Program 4	Emerging	June 7th & 21st, July 5th & 19th, August 2nd	8.30am - 4.30pm
Program 8	Operational	June 16th & 30th, July 14th & 28th, August 11th	8.30am - 4.30pm
Program 5	Emerging	August 17th & 31st, September 14th & 28th, October 12th	8.30am - 4.30pm
Program 6	Emerging	August 26th, September 9th & 23rd, October 7th & 21st	8.30am - 4.30pm
Program 7	Emerging	October 22nd, November 5th & 19th, December 3rd & 17th	8.30am - 4.30pm
Program 9	Operational	October 25th, November 9th & 23rd, December 7th & 21st	8.30am - 4.30pm

Leadership Essentials Program Graduation

Over 130 leaders have graduated from the Leadership Essential Program (LEP).

During the LEP graduation session, leaders and their managers are quizzed on their knowledge and learning from the program.

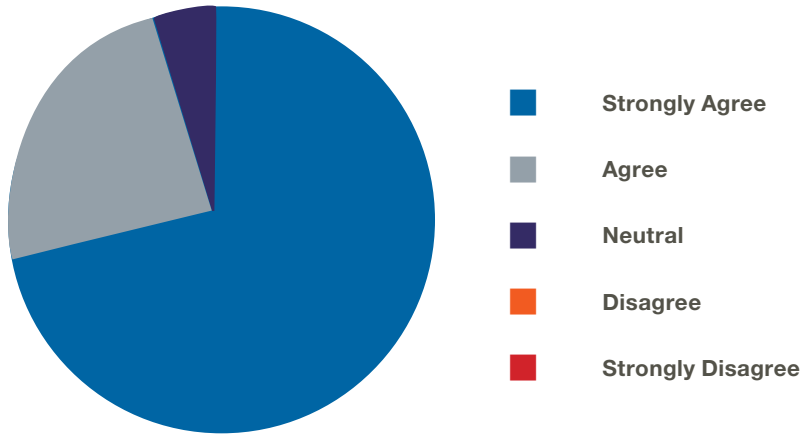
Leaders and their managers also discuss how they will continue to use the knowledge and skills back on the job.



Opt-On Workshops

Our Opt-On workshops also continue to receive positive feedback. 95% of participants ‘strongly agree’ or ‘agree’ that the Opt-On workshop they attended met their expectations.

Today’s session met my expectations



Opt-On Workshops Calendar

To register for any of the Leadership Development Suite opportunities, please complete a Learning Plan (available on the Intranet) and return to Organisational Development.

2010 Dates	Workshop	Leader Level	Time
June 25th	Mock Court* ^	All Leaders	10.00am - 1.00pm
July 29th	Understanding and Working with Numbers	All Leaders	8.30am - 4.30pm
August 27th	Effective Meetings	All Leaders	9.00am - 12.30pm
September 7	Presenting with Impact	Operational & Strategic	8.30am - 4.30pm
September 13th	Leading Change	All Leaders	8.30am - 4.30pm
October 8th	Mock Court* ^	All Leaders	10.00am - 1.00pm
October 27th	Coaching for Success	All Leaders	8.30am - 4.30pm
November 17th	Recruiting for Excellence	All Leaders	8.30am - 4.30pm
November 25th	Crucial Conversations	All Leaders	8.30am - 4.30pm
December 6th	Situational Leadership	Operational & Strategic	8.30am - 4.30pm

Unless otherwise specified all Leadership Development Suite Workshops are held in the Hoddle Street Auditorium, Richmond.

*The Mock Court is held at the County Court, Williams Street, Melbourne.

^These workshops are compulsory for all Operational Leaders.

**You said it...
Feedback from
Opt On Workshops**

Crucial Conversations

“The workshop was fantastic! I learnt a number of valuable skills and the atmosphere that the trainers provided was non-intimidating even though we had to do role plays in front of the group! I would recommend this workshop to all managers.”
- NUM

Leading Change

“The Leading Change workshop was a great day, very interesting and gave great insight into strategies and tools for use. The presenter was approachable and the interactive teaching methods he used were well received.”
- Service Improvement Coordinator

Coaching for Success

“The format of the session is great. The knowledge and practice enable you to be ready to go and do.”
- Patient Liaison & Service Improvement Coordinator

Understanding and Working with Numbers

“The whole session was useful. I now have a better understanding of how to interpret financial statements and may be able to contribute to the budget process more confidently.”
- Anonymous

Meet the Facilitators

Cherry Birch & Liz Camilleri - 'Understanding and Working with Numbers'



Cherry Birch Founding Director of Birch Consulting

Cherry Birch has considerable experience in organisational consulting and management development, coupled with a strong financial background gained through qualifying and practising as a Chartered Accountant.

For the last 16 years, she has primarily focussed on the areas of executive coaching, leadership, change management, career management and general management development, gaining international experience through working and living in the UK and SE Asia before moving to Australia.



Liz Camilleri Executive Director of Finance, Epworth HealthCare

Liz joined Epworth HealthCare in 1990 in Finance and Payroll. From 2002 to 2004 she held the position of Hospitality Services Manager Epworth Richmond and saw the successful return to in-house provision of services previously outsourced to Spotless.

Liz was an inaugural employee of Epworth Eastern where she was Business Manager from 2004 to 2009 and was fundamental in establishing the 223 bed private hospital. She was appointed as Executive Director, Finance in December 2008. Ms Camilleri is Treasurer of the Board of the Whitehorse Business Group.

Leader of the Quarter

In order to recognise the ongoing success and contribution of our Epworth HealthCare leaders, we will be recognising the achievements of one leader per division per quarter as nominated by their divisional ED.

The nominated leader will receive a double pass to the movies to say thank you for their efforts.

A 'Big Congratulations' to the 'Leaders of the Quarter' for this leadership quarter!

Richmond



Lisa Rodgers
NUM 3LP

Lisa is an outstanding representative of Epworth Values and Behaviours. Lisa has grown substantially as a Manager of a very busy

department. She is a great support and role model for her team. This has been achieved through ensuring accountability at all levels. Lisa has been instrumental in the introduction of the Observational Unit.

Rehabilitation



Anne Sutherland
Manager Occupational Therapy

Anne is a long term employee of Epworth HealthCare and on a daily basis is a role model of the Values and Behaviours.

Anne displays a great sense of community exemplified through her collaboration and inclusiveness with members of the Occupational Therapy Department and other departments within the Rehabilitation Division. Nothing is too much.

Whenever Anne is required to participate in a project, 100% is the target and 110% is achieved! Currently the Richmond Site redevelopment is a major project and Anne's contribution (sought regularly) is always made in a very considered, quiet and timely manner.

This considerable work requirement is completed above the regular and busy workload that managing a department demands.

Anne is an asset and is highly respected by the team and we are very proud to know she provides great clinical and managerial guidance within the Rehabilitation Division.

Eastern



Reeya Luthra
NUM 4 South

Reeya has led her team through a period of sustained improved performance, which is regularly reflected in the

ward's Press Ganey survey responses. 4 South is a high performing team and have embraced the intent of Epworth Excellence. Reeya is also very prepared to take on a clinical load as demand requires. She is a highly respected member of the management team at Epworth Eastern.

Freemasons



Rosie McLean
NUM Delivery Suite

Rosie McLean has worked in the Maternity Unit for 17 years. The Leadership Essentials Program has given Rosie the opportunity

to meet employees from other divisions which has given her a greater insight into the Epworth Excellence initiative, particularly values and behaviours and finance issues.

The program has also given her a broader understanding of not only the Maternity Unit at Epworth Freemasons but of Epworth Healthcare as a whole.

Given that the unit manager was away in February, Rosie commenced and completed staff rounding and was pleasantly surprised and encouraged by the staff responses, questions asked and the positive feedback gained from staff interaction.

Rosie has also looked closely into the Delivery Suites' supply area and stock levels resulting in a substantial cost saving to the Unit.

Corporate



Andrew Zafirakos
Group Manager Health Information Systems

Andrew exemplifies all Epworth's Values. Nothing is too difficult for him and he embraces challenge wholeheartedly.

Andrew's participation in the Leadership Development program extended his understanding of the business and the financial turn-around over the last few years. This learning has provided him with a clearer understanding of the drivers for the current business. The ability to practice skills, such as staff performance management, in an open environment extended Andrew's confidence in his abilities.