

# Supreme Teams

Transformational Leadership in the Allied Health Sector

Expressions of Interest Sought

ONLINE - (over 3 sessions)

Term 3, 2022

Leadership is the process by which an individual creates an environment where all employees can work collectively to achieve results or effect change. Effective leadership fosters staff engagement and maximises each team member's capabilities and potential to support the organisation's vision. Transformational leaders inspire, empower and motivate employees to innovate and create change that will help grow and shape the future success of the business or organisation.

Leaders shape businesses, communities and organisations. Clinical leadership has many dimensions not only in managing people, but also needing to consider challenges from health, education, business and research practices: and more recently from the impacts of the global pandemic that is COVID-19. Those that lead clinical teams have a significant impact not only on individuals and teams, but also on the delivery and quality of health care provision for clients.

Effective leadership in healthcare can be a complex concept, with leaders and services needing to adapt quickly to challenges and pressures, while ensuring sustained resilience of staff and providing a contemporary health care service. This workshop will assist allied health leaders to have an overview of how they can utilise contemporary leadership/teams theory to create engaging workplaces and develop a successful leadership relationship where employees are actively engaged, have positive attitudes/behaviours, are great advocates of their organisation, and are inspired to utilise more of their capability (ie knowledge, skills, innovation).

## Aims/Objectives

At the end of this workshop, participants will have;

- Personal Attributes
  - Understand own leadership style, skills and experience
  - explore relevant leadership styles and characteristic
- Team Attributes
  - understanding of the characteristics of effective teams
  - understanding of the importance of creating a profession/allied health specific identity
  - Build optimal performance in staff including the role for coaching and mentoring
  - Supporting resilience in staff and team
- Engaging Work Environments
  - understanding of organisational factors that support allied health leaders and professionals to enhance clinical outcomes
  - strategies to keep staff engaged and motivated
  - build positive team culture/relationships
  - facilitate adaption and change in teams

This workshop is suitable for allied health professionals, ranging from small discipline-specific private practices to those leading multidisciplinary teams in larger organisations.

## Workshop Delivery

Participants will be expected to complete the workshop requirements via an integrated system of pre-reading material, online content and participation in scheduled group presentations/tutorial sessions via Zoom. Participants will need to allocate **2-3 hours per week** for the self-study components of the workshop

- **Pre-Reading/Workshop Manuals** participants will be mailed a hard copy of the workshop manual which will include
  - presentation notes, covering the online presentation content as well as the case studies used in the group tutorial sessions
  - references/articles for pre-reading
  - numerous resources to assist with implementing workshop content into clinical practice
- **Online content** one week prior to the workshop, participants will be emailed a link to the pre-recorded online presentation related to the upcoming tutorial session. Presentation content will be approx. 1 - 1½ hours in length – participants are expected to have viewed this content prior to participation in the scheduled group tutorial session (NB. the link to this content will expire on commencement of the accompanying tutorial session).
- **On line group tutorial sessions** – using Zoom videoconferencing, participants will have the opportunity to link into three consecutive interactive tutorials (group discussions, reflective tasks and Q&A sessions) to integrate their newly acquired knowledge and skills. Participants will be emailed the link (including password) to their scheduled sessions.

Participants will be responsible having access to internet facilities and webcam to ensure that they are able to download and view workshop content, as well as actively participate in the on line group discussions. Unfortunately, due to copyright, privacy and confidentiality concerns the ability to record this presentation is NOT an option.

## About the Presenter



**Dr Sharon Mickan** - Professor of Healthcare Innovations - Bond University

Professor Sharon Mickan has created a rich career including clinical (occupational therapy), managerial (allied health) and academic (evidence-based practice, healthcare innovations) positions in Australian and international contexts. Professional development and lifelong learning have been core to her journey. She is currently focussing on facilitating mid-career professionals who are ready to be health leaders to navigate the research evidence, critically evaluate health systems and practices and implement clinical improvements. Her research interests are focussed on translating research evidence, implementing organisational improvement and building clinicians' research capacity and engagement.

**Expressions of Interest** for this workshop are now being sought. Please contact Zi Mei Events on [info@zimei.com.au](mailto:info@zimei.com.au) or (07) 3358 3689 to register your interest.