






NSLHD LEADER DEVELOPMENT FRAMEWORK

An overview for aspiring, emerging and existing leaders to identify and access development opportunities that are available at NSLHD. Each layer builds on the last so ensure you review development opportunities both at and below your current level, as well as looking to see what is next. Opportunities in italics are suited to some roles more than others.

	Target Group	Focus	Suggested Development Opportunities	Advancement
	EXECUTIVE LEADERS AND CEO Leading the organisation LHD Executive team; Senior Clinical staff	<ul style="list-style-type: none"> Strategic stewardship Lead organisational culture Manage organisational response to uncertainty Capability Level: Advanced/Highly advanced 	<ul style="list-style-type: none"> Executive Coaching** Development Plan <i>Leadership Quarters*</i> <i>Senior Executive Leadership Program*</i> <i>Executive Connections events+</i> <i>Facilitation Development Program – Black Band*</i> <i>Everything DISC workplace workshop</i> Mentoring self and others 	AND BEYOND <ul style="list-style-type: none"> PSC Leadership Academy Personal branding Political acumen
	SENIOR MANAGERS AND LEADERS Leading services and programs Health Managers 5-6; Nursing/Midwifery Managers 6-9 ; Allied Health Level 6+; Senior Staff Specialists	<ul style="list-style-type: none"> Service redesign Coalitions and collaboration Cross-functional management strategies Lead in times of uncertainty Capability Level: Advanced 	<ul style="list-style-type: none"> Leadership Coaching Development Plan <i>Leadership Quarters*</i> <i>Leading Change & Growing Trust*</i> <i>Everything DISC workplace workshop</i> Job shadowing or secondment Senior Executive Leadership Program* Mentoring self and others <i>Five Behaviours of a Cohesive Team</i> 	TO EXECUTIVE LEADER <ul style="list-style-type: none"> 360 degree survey NSLHD Senior Leadership Development Program Build external networks Represent organisation
	MID-TIER LEADERS Leading performance Health Managers 3-4; Nurse/Midwifery Managers 4-5; Allied Health Level 4-5; Equiv Medical	<ul style="list-style-type: none"> Talent & succession planning Direction and results Critical conversations Implementation methodology Capability level: Adept 	<ul style="list-style-type: none"> People Manager Learning Pathway Purposeful Meetings* <i>Facilitation Development Program – Blue Band*</i> <i>LEAD Leadership Development program (Medical only)*</i> <i>Accelerated Implementation Methodology (AIM)</i> Development Plan Work with a mentor and/or leadership coach 	TO SENIOR LEADER <ul style="list-style-type: none"> NSLHD Leadership Development Program 360 degree survey Psychometric testing External stakeholder experience.
	FRONTLINE LEADERS Leading others and projects Health Managers 1-3; NUM/MUMs & Nurse/Midwifery Managers 1-3; Allied Health Lvl 3-5; Equiv Medical	<ul style="list-style-type: none"> Change management principles Team culture and dynamics Influence and negotiation Project management Capability level: Intermediate/Adept 	<ul style="list-style-type: none"> People Manager Learning Pathway Successful Change Management Creating a Resilient Culture <i>Facilitation Development Program – Yellow Band*</i> Jumpstart! Introduction to Project Management Influence & Negotiation Financial Management Essentials* Development Plan <i>Find a leadership coach</i> 	TO MIDDLE LEADER <ul style="list-style-type: none"> NSLHD Leadership Development Program Internal stakeholder experience.
	TEAM MEMBER Leading self Early career employees	<ul style="list-style-type: none"> Communication Skills Lead Self Resilience Emotional Intelligence Leadership & Management styles Capability level: Foundational/Intermediate 	<ul style="list-style-type: none"> Emerging Leader's Pathway Upfront Communication and Emotional intelligence Leading teams in the clinical workplace <i>Facilitation Development Program – CORE skills*</i> <i>Leadership Coaching</i> <i>Find a mentor</i> 	TO FRONTLINE LEADER <ul style="list-style-type: none"> Capability self-assessment Student/staff supervision experience.

*Denotes training conducted by HETI; some have limited intakes + Denotes training conducted by PSC by invitation

**External (\$) or internal