Daring Action – inspiring clinical leaders to lead and influence

Joan Leo, Allied Health Educator
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“First we need to teach “landing” to be prepared and resilient for a fall” (Brown, 2018)
old power

Currency
Held by a few
Pushed down
Commanded
Closed
Transactional
Honestly.....
go ahead

Do we really have permission?
Audit findings

- Advocacy
- Leadership of self
- Leadership of teams
- Change
- Innovation
### Workshop 1 - Performance and advocacy
- Working in complexity
- Role and authority

### Workshop 2 - Leadership of self and teams
- Exploring self-leadership
- Creating positive team culture

### Workshop 3 - Innovation
- Appreciative inquiry as a tool for solving complex challenges
- Involving consumers in continuous improvement

### Workshop 4 - Change agency and influence
- Change agency as influence
- Structured change models for continuous improvement

### Action learning project
- Identifying consumer-focused improvement idea that aligns with Allied Health work plan and program business plan
Using system reinforcement to lock in change

Ensuring sufficient reach across the organisation

Focus on the behaviour that really matters, based on context

Designing for the transfer of learning
Learning Design

- Focus on the behaviour that really matters, based on context
- Using system reinforcement to lock in change
- Designing for the transfer of learning
- Ensuring sufficient reach across the organisation
Learning Design

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Key insights

“Listen more (to others), talk less”

“GRIT, having the determination to keep going”

“Involves consumers early to inform improvement”

“I don’t have to have the title of “manager” to lead”
old power

Currency
Held by a few
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new power

Current
Made by many
Pulled in
Shared
Open
Relational

Heimes & Timms, 2018
.Concurrent impact

- Internal appointments, new opportunities
- Acting up into managerial roles
- Learning embedded through coaching
Our learnings

Student  Early Career Clinician  Grade 2  Emerging Clinical Leader
“GREAT LEADERS DON’T SET OUT TO BE A LEADER... THEY SET OUT TO MAKE A DIFFERENCE. IT’S NEVER ABOUT THE ROLE – ALWAYS ABOUT THE GOAL.”

LISA HAISHA
Questions?
References

- School for Change Agents (2017) @NHSChangeDay

Acknowledgements

- Mercy Hospitals Victoria AH Managers Group