



Leadership Support **PROGRAM**

September 2017

PROGRAM DESCRIPTION

My Home Life (MHL) is an international, award-winning, evidence based initiative. Its leadership development program has simple yet powerful frameworks uniquely tailored to the aged care context.

It is a proven program designed to release the leadership qualities you need to adapt, build trust and inspire those you work with to achieve your organisation's goals.

We are only as good as our people. Yet too many leaders are trying to 'fix' their people, without realising how shifting one's own behaviour as a leader can be a huge leverage point.

To transform your organisation you must first transform yourself. People respond to leaders who have the humility to work on themselves throughout their lives, and with expert guidance you will own your strengths and grow your leadership capacity.

By applying advanced, evidence-based leadership development tools and frameworks, you will build your capacity to create innovative, collaborative and sustainable solutions to your leadership challenges.

What am I going to get from this program?

- > A one year leadership support program combining intensive workshops with monthly action learning sets designed to enable you to empower staff and develop **relationship-centred cultures**.
- > An appreciative approach to experiment and reflect on new approaches to practice development, whilst iteratively learning, adapting and innovating to **achieve your organisational goals**.
- > **An immediate return on investment** as you bring your work challenge to the table for a group of up to eight diverse and trusted peers to help you progress and make an impact.



“ The **My Home Life** program is unique in the way it focuses on how we approach everything we do.

This course is evidence-based, relationship-centred and appreciative. It also promotes leadership in care homes, highlighting the importance of positive relationships, valuing different perspectives, and fostering creativity.

Participant, 2016
My Home Life Australia Program ”

WHAT ARE THE HEADLINE OUTCOMES?

At the end of the program, participants noted significant difference in the following areas:

PERSONAL DEVELOPMENT

- > 96% agreed they had the management and leadership skills to undertake an effective role (baseline 80%)
- > 91% reported development of effective influencing skills (baseline 57%)
- > 96% actively providing the space and time to listen to staff (baseline 63%)
- > 96% indicated that their understanding of how to improve the culture of care had increased
- > 90% also reported that their confidence had increased over the past 12 months

ORGANISATIONAL CHANGE

- > 90% report improved quality of life of residents
- > 86% report greater active involvement of residents in decision affecting them
- > 87% report improved quality of interactions between staff and residents and staff and relatives
- > 86% report how staff's ability to take the initiative had improved
- > 81.5% of participants reported improved morale of staff
- > 59% report reduced hospital admissions during the period of the intervention

MHL LEADERSHIP COMPETENCIES

Evidence based practice	Relationship-centred care
Appreciative inquiry	Caring conversations
Transformational leadership	Managing change and quality improvement
Resilience and stress management	Managing conflict and complexity
Working in partnership	Reflective practice



PROGRAM FORMAT 9 DAYS

2 DAYS

9.30am - 4.30pm

Tuesday and Wednesday

6 September - 7 September 2017

ACH Group

2 DAYS

9.30am - 4.30pm

Tuesday and Wednesday

27 September - 28 September 2017

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8 HALF DAY, MONTHLY ACTION LEARNING SETS

From October 2017 - July 2018

GRADUATION DAY

August 2018

PROGRAM COST

- > \$ 4900 (ex GST) non-members
- > \$ 3800 (ex GST) SA Innovation Hub members
- > \$ 4500 (ex GST) ACS members

TARGET AUDIENCE

16 places available for Aged Care Senior Managers from all settings

FACILITATOR BIOGRAPHIES

Sarah Rhead

**Executive Officer,
SA Innovation Hub**

Sarah designs and delivers transformational leadership and development programs for a diverse range of organisations, sectors and environments. Her passion is helping people and organisations to solve their problems and overcome the complex challenges they face, using their skill and ingenuity. Sarah supports people to learn and adapt in real time, which requires openness, curiosity, experimentation and resilience.

Sarah has held leadership roles at the Leaders Institute of SA and in multiple industry sectors including manufacturing, telecommunications, the arts, automotive, fast moving consumer goods and the aged care sector, where Sarah is currently the Executive Officer of the SA Innovation Hub.

A graduate of UniSA's Bachelor of Business, Sarah has also completed a Graduate Certificate of Management at the Australian Graduate School of Management, a Diploma in Market Research, and has a Certificate IV in Training and Assessment. Sarah holds a Diploma in Mindfulness and is accredited in PERMA (Positive Psychology and Wellbeing), the Leadership Maturity Framework (LMF), The Leadership Circle 360 Assessment, MBTI Step 1 & 2, is a certified Action Learning Coach with the World Institute of Action Learning. Sarah facilitates innovation workshops and is an experienced executive coach.

Margot Strachan

**Human Resources Manager,
Kalyra Communities**

Margot Strachan is a human resource professional who has a passion for leadership development to improve outcomes for individuals, organisations and the people they serve. For the last 10 years, she has worked in the Aged Care sector, experiencing the significant change the industry is exposed to. With a further 15 years' experience managing not-for profit community organisations, she draws on her experience of the sector, leadership, communication and change management to support individuals to improve their communication skills, increase their strategic focus, lead more effectively and better manage the organisational change process.

A graduate of Deakin University, Graduate Diploma of Human Resources, Margot also has a Certificate IV in Training and Assessment. Margot is an experienced facilitator of learning programs with a clear presentation style and an ability to engage with people at all levels.

my home life
Australia

Sue Ostojic, SA Innovation Hub Executive Officer

SAHub@ach.org.au

8159 3659

sainnovationhub.org