



## 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,  
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 - MODULE 1

9.00am - 4.30pm

Tuesday & Wednesday, 4 - 5 September

### 1 DAY - MODULE 2

9.00 - 4.30pm

Wednesday, 26 September

### 6 HALF DAY, MONTHLY ACTION LEARNING SETS

From October 2018 - April 2019

(Excluding December)

### GRADUATION DAY

February 2019

### PROGRAM COST

- > \$ 3200 (ex GST) non-members
- > \$ 2800 (ex GST) SA Innovation Hub members
- > \$ 3200 (ex GST) ACS members

### TARGET AUDIENCE

16 places available for Aged Care Senior Managers from all settings

## FACILITATOR BIOGRAPHIES

### Sue Ostojic

Executive Officer, SA Innovation Hub

Sue is an Organisational Development professional with broad experience in a range of for-profit and not for profit organisations. Her vision is to work with organisations and people to improve work cultures that are positive and resilient places where people can develop to be the best that they can be.

Sue is an experienced and engaging facilitator who designs and delivers adaptive, strengths based leadership programs as the Executive Office of the SA Innovation Hub and as a private consultant.

A graduate of the University of Adelaide with a Bachelor of Arts, Sue also holds a Graduate Diploma of Corporate Management, Certificate IV in Training and Assessment, Advanced Diploma of Business (HR), is a certified MBTI practitioner and is currently working towards certification as a Character Strengths (CAPP) practitioner.

Sue is excited to be part of the My Home Life initiative as a way to help organisations transition and transform to customer facing cultures with the customer at the centre of all we do and to give managers tools, skills and capabilities to lead and coach their staff through changing times.

### Sarah Rhead

Senior Learning & Development Consultant, Helping Hand

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.

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 amongst others. Sarah facilitates innovation workshops and is an experienced executive coach.



Sue Ostojic, SA Innovation Hub Executive Officer

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