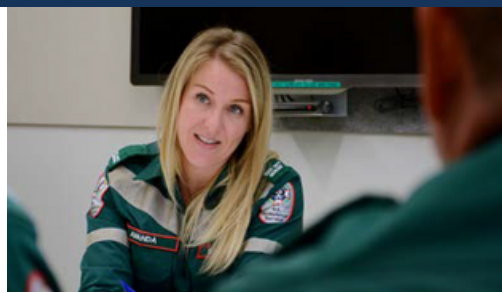




COLLEGE

2023 Leadership Program

Adaptive Leadership for
new leaders in paramedicine



WELCOME

The Australasian College of Paramedicine Leadership Program has been established to support the development of future leaders in paramedicine. The inaugural program ran over 2021 and 2022, with approximately 20 participants successfully completing the program.

In 2023, our six-month program will be delivered through a mix of online and in-person sessions, and aims to build the capacity of paramedics and health sector managers to navigate the VUCA (volatile, uncertain, complex and ambiguous) environments they work in. Sessions will be held as interactive, small group and 'hands-on' modules.

To navigate the myriad challenges and opportunities they face, paramedics and health sector managers require a unique skill set and a greater awareness of their self, teams and communities, in order to:

- Mobilise, adapt and thrive in these changing and highly complex environments;
- Develop heightened skills of critical thinking and self-awareness;
- Effectively diagnose complex challenges; and
- Skilfully intervene with creative solutions.

The program will be delivered to a cohort of 25 participants and will include the following elements:

- a series of modules to be led by Harvard trained facilitators (delivered both in-person and online);
- small group discussions and peer consultation focusing on career planning and professional development;
- case study presentations delivered by paramedic leaders;
- access to live and recorded leadership webinars and leadership resources delivered by the Institute of Managers and Leaders (IML)
- information and guidance provided to participants' line managers;
- continuous improvement and enhancement surveys conducted.



LEADERSHIP DEVELOPMENT MODULES

A series of learning modules led by Harvard trained facilitators.

Our facilitators will deliver sessions both in-person and online. Online sessions are purpose-built for the digital space ensuring the online training sessions are inclusive of diverse personalities, work/life needs and learning styles.

A variety of web-based apps are used to support the online modules:

- Video conferencing (with breakout room facilities)
- Collaborative online whiteboards
- Short & simple visuals
- Digital brainstorming boards.

Our facilitators specialise in thoughtful approaches to complex challenges and use experiential and improvisational learning methods to generate insights, make connections and catalyse actions. Their work draws on systems thinking, positive psychology and artistic practices that combine mind and body.

The modules are not delivered as theoretical sessions. They will instead offer practical strategies and opportunities to try new ways of thinking and behaving. Our facilitators use a strengths-based approach to ensure participants build on their capabilities and leverage their existing skills.

Modules will include:

- Introduction to Adaptive Leadership
- Distinguishing Between Leadership and Authority
- Managing and Initiating Change
- Navigating Difficult Conversations
- Negotiation
- Feedback
- Coaching
- Resilience and Wellbeing
- Applying Adaptive Leadership to Peer Challenges



PROGRAM

To complement the learning modules, the program will also include the following elements.



Small group workshops focusing on participants' real life challenges

The cohort will be divided into small groups to participate in peer consultation. The peer consultation process brings together the core ideas and skills of adaptive leadership into a short and sharp tool that can offer new perspectives on existing and upcoming challenges. Participants will have the opportunity to workshop their own challenges and work on others in a carefully sequenced process. They are invited to bring a current leadership challenge to the group to use it as a case study to explore the Adaptive Leadership framework and gain fresh perspectives on career quandaries. These sessions will be held at the September in-person element of the program.



Case study presentations delivered by paramedic leaders

The College will invite current leaders in paramedicine to deliver case study presentations to the leadership program cohort. These presentations will provide valuable insights into:

- the journey to become a paramedic leader
- challenges leaders have faced and still face
- strategies adopted to maintain strong leadership.

It also provides a unique opportunity to ask questions of these leaders and participate in discussion with them.



Access to leadership webinars and resources

Through the College's corporate membership of the Institute of Managers and Leaders (IML), participants will have unlimited free access to view live and recorded leadership and management webinars, as well as access to leadership resources delivered by IML. Viewing of these webinars will be undertaken in the participants' own time.



Continuous improvement and enhancement surveys

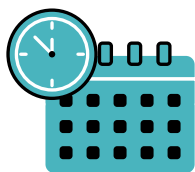
The College has undertaken research to identify the key areas future paramedic leaders need to focus on to be successful. Participants will be asked to provide regular feedback on the leadership program, its format and content. The program content will be adjusted accordingly to ensure it meets its objectives and addresses participants' feedback. The feedback will also track participants' leadership skill and knowledge development.



Information and guidance to participants' line managers (optional)

To ensure participants are supported throughout their leadership program whilst back "in the office" or on the job, the College can provide information and guidance to the participant's line manager where this arrangement works for both participant and employer.

SCHEDULE



2023 LEADERSHIP PROGRAM SCHEDULE

February 2023	Applications open and successful candidates confirmed.
March 2023	<i>Welcome and induction session for participants.</i> Leadership Module 1 – Introduction to Adaptive Leadership. Includes: Distinguishing Between Leadership and Authority; and Managing and Initiating Change <i>In-person - 28-29 March, Sydney</i>
April 2023	Leadership Module 2 – Skills of Adaptive Leadership: Difficult conversations Paramedic leader case study presentation – session 1 <i>Online</i>
May 2023	Leadership Module 3 – Skills of Adaptive Leadership: Negotiation <i>Online</i>
June 2023	Leadership Module 4 – Skills of Adaptive Leadership: Feedback Paramedic leader case study presentation – session 2 <i>Online</i>
July 2023	Leadership module Five – Skills of Adaptive Leadership: Coaching <i>Online</i>
August 2023	Leadership Module Six – Skills of Adaptive Leadership: Resilience & Wellbeing Paramedic leader case study presentation – session 3 <i>Online</i>
September 2023	Leadership Module Seven: Applying Adaptive Leadership to Peer Challenges Small group workshops Peer Consultation <i>In-person - 13 September, Melbourne</i>

Please note program content is subject to change at the discretion of the College and program facilitators

"I think it is great that the College is offering this course. I have already recommended it to colleagues who I think would gain a lot of benefit from participating."

2021-22 participant feedback.





HOW TO APPLY

Applicants

If you would like to apply to this program, please read the applicant criteria and expectations information below before completing the application form (link below).

The College encourages applications from people who identify as Aboriginal and/or Torres Strait Islander and/or Māori, from people with culturally and linguistically diverse backgrounds, people with a disability, and people living in regional and remote areas. Partial financial assistance may be available to eligible candidates.

Criteria

Applicants must:

- be in a leadership role within the profession from recently appointed to up to 5 years' experience;

Or

- yet to be in a leadership role but ideally can demonstrate participation in a recruitment process for a leadership position in the past 12 months.

And

- have been a College member (including previous iterations) for a minimum of 2 years with no gaps in membership over that time.

Expectations

Participants must:

- attend 80% of sessions live (the College must be notified of absences prior to the missed session and participants must watch the session recording as soon as practical).
- undertake 1 x IML online webinar (live or recorded) per month on top of program detail.
- complete regular feedback surveys on course content, format and skills development.
- complete other, small activities in the course of the program to supplement learning (e.g. pre-reading or research).

Price

The College is pleased to be able to offer a subsidised registration fee for the 2023 Leadership Program of AU\$795.00 incl. GST. Please note this fee includes the program itself plus one night's accommodation in Sydney for our opening in-person sessions, and full catering for 1.5 days in Sydney and 1 full day in Melbourne.

Payment of this fee is due on acceptance of your application.

Financial assistance may be available for some eligible members. For further information on financial assistance, please email leadership@paramedics.org

APPLY

[Ready to apply? Click here to submit your application today.](#)