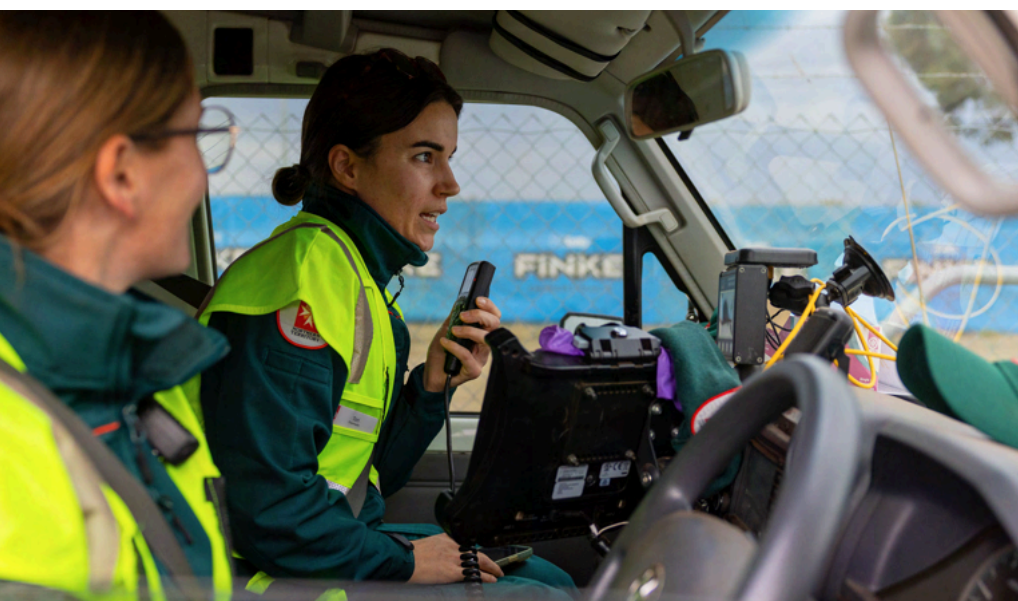
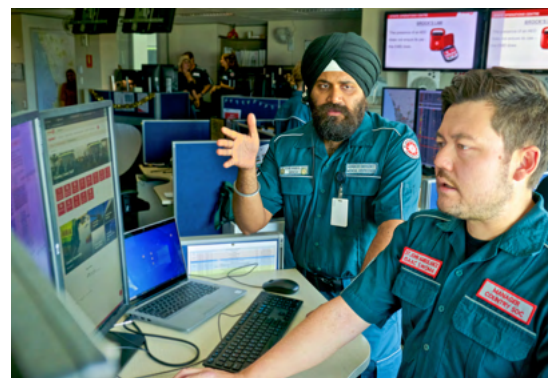


EMPOWER YOUR TEAM WITH ADAPTIVE LEADERSHIP

2025 ADAPTIVE LEADERSHIP PROGRAM

For new and experienced leaders in paramedicine



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Australasian College of
Paramedicine

OVERVIEW


 **Duration:** 6 months / 37 hours

 **Cohort size:** 16-20 participants


 **Commencing:** 3 March 2025

 **Delivery mode:**

- Face-to-face modules (2.5 days)
- Online modules (15 hrs)
- Online leader story sessions (5 hrs)
- Curating reading (as needed)

 **Location:** Melbourne, Brisbane, online (refer to schedule)

 **Facilitators:** Dr Ananth Gopal & Tom Henderson (Polykala)

 **Fee:** \$1,995 (ex. GST)

Schedule

DATE	ACTIVITY	DURATION	MODE / LOCATION
5 Dec 2025	Information session with Polykala	1 hour	Online (Register)
6 – 20 Jan 2025	Applications close, successful candidates confirmed	-	-
3 & 4 Mar 2025	Module 1: Adaptive leadership	1.5 days	F2F / Melbourne
Mar 2025	Leader story (session 1)	1 hour	Online
Apr 2025	Module 2: Diversity & inclusion	3 hours	Online
Apr 2025	Leader story (session 2)	1 hour	Online
May 2025	Module 3: Feedback	3 hours	Online
May 2025	Leader story (session 3)	1 hour	Online
Jun 2025	Module 4: Negotiation	3 hours	Online
Jun 2025	Leader story (session 4)	1 hour	Online
Jul 2025	Module 5: Coaching	3 hours	Online
Jul 2025	Leader story (session 5)	1 hour	Online
Aug 2025	Module 6: Resilience & well-being	3 hours	Online
Sep 2025	Module 7: Immunity to change	1 day	F2F / Brisbane*

*The final program module will be held in conjunction with the 2025 ACP International Conference.

WHY EMPOWER YOUR TEAM WITH ADAPTIVE LEADERSHIP?

Module 1: Adaptive leadership

Cultivate leaders who can navigate complex environments with agility and confidence.

- Leadership as a practice: Participants will learn that leadership is a skill to be developed, not just a position to hold.
- Reflective and experiential learning: The program provides a hands-on approach, enabling leaders to understand and apply core insights practically.
- Mobilising for the future: Leaders will learn to guide their teams towards innovative and resilient futures, appreciating the risks and rewards of adaptive change.

Module 2: Diversity & inclusion

Build a robust, productive and creative workplace through inclusive practices.

- Adaptive opportunity: Train your team to view diversity as an advantage, fostering an environment where all members feel valued and included.
- Vibrant workplace: Inclusive practices enhance creativity and productivity, making the organisation more dynamic and respectful.

Module 3: Feedback

Establish a culture of open, respectful and effective communication.

- Common language for feedback: Equip your team with the skills to have authentic and constructive conversations, reducing conflict and promoting continuous improvement.
- Robust working culture: Effective feedback mechanisms help in addressing issues proactively, leading to a healthier organisational environment.

Module 4: Negotiation

Empower your team to handle disputes and negotiations effectively.

- 'Getting to Yes' framework: Teach participants essential negotiation skills to resolve positional disagreements and mediate disputes.
- Progress through core interests: Enable your team to make meaningful progress by focusing on core interests and values during negotiations.

Module 5: Coaching

Enhance individual potential and organisational performance through effective coaching.

- Empowerment and autonomy: Coaching focuses on putting the individual at the centre of their decision-making process, fostering autonomy and ownership.
- Strengths-based problem-solving: This approach reduces dependency on managers, promotes self-set goals, and distributes responsibility, unlocking productive agency within the team.

Module 6: Resilience & well-being

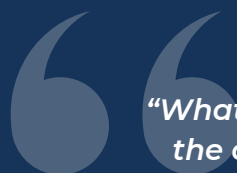
Promote a resilient and well-balanced workforce capable of thriving under pressure.

- Positive psychology and Acceptance & Commitment Therapy: Provide participants with tools to establish practices that help them rest, reflect and reset, improving their capacity to perform.
- Creating new habits: The program supports the development of personalised strategies that fit individual workloads and life commitments, enhancing overall well-being.

Module 7: Immunity to change

Overcome barriers to change and drive personal and organisational growth.

- Identifying impediments: Help participants recognise the underlying assumptions that hinder their progress and provide strategies to overcome them.
- Complementary development: This module enhances adaptive leadership by addressing both individual and systemic barriers to change, facilitating comprehensive growth.



“What they [Ananth and Tom] brought was so insightful for the challenges we were facing but it was so practical as well... We could do a peer consultation or we could have a discussion about a challenge we were facing but then you could go and just use it. I have no idea how they do it. They’re masterful educators in that sense. I wish I could be half as good as that in the clinical education I do.”

Alumni Reflections video: Jason Belcher
[Watch video](#)

LEADER STORIES, CURATED READING AND 1:1 COACHING OPTION



Leader story series (online)

Program participants receive an exclusive invitation to a series of live online sessions where current leaders in paramedicine share their personal stories and insights. Facilitated by the College, these sessions provide a unique opportunity to hear firsthand about the challenges and triumphs of leadership in different areas of the field. The sessions are not intended to be didactic presentations; instead, participants are encouraged to ask questions, seek advice and actively engage with the speaker.



Curated reading (as needed)

At the request of previous program participants, our facilitators have thoughtfully curated additional reading and further recommendations for those who'd like to expand their knowledge beyond what is covered in the modules. These resources and recommendations will be provided to participants after the respective live session has been delivered.



"There was such a degree of passion and engagement that came across from them [the facilitators]... it was infectious. It was just like, wow. Straight off the bat, you're totally engaged. I can only imagine everyone in the room would have to say a similar thing."

Alumni Reflections video: Rich Jones
[Watch video](#)



One-on-one coaching package (optional add-on)

For an additional fee, participants have the option of engaging in one-on-one coaching with one of the facilitators of the program.

Coaching is a structured conversation between a coach and a counterpart that results in fresh insights and measurable outcomes determined by the counterpart. This involves working through a process of the counterpart setting their own goals, reflecting on the status quo in order to determine their aspirational gap, identifying options that can bridge that gap, and deciding on a clear course of action. Coaches and counterparts meet four times throughout the program, with one hour for each session, to identify goals and chart their progress.

Polykala coaches have formal education and accreditation with the Institute for Executive Coaching and Leadership (IECL). They combine the IECL's coaching framework with the adaptive leadership and immunity to change approaches to ensure that there is sufficient focus on both the systemic and interpersonal aspects of the counterpart's context.

Eligibility

Below are the eligibility criteria for entry into the program:

- Australian or Aotearoa New Zealand resident (required)
- Current College membership (required)
- College membership for two or more consecutive years (ideal)
- Three or more years of professional practice as a paramedic (ideal)

The College is committed to fostering diversity and inclusion and encourages applications from people of diverse backgrounds.

How to apply

To apply for entry into the program, individuals must complete the [online application form](#) by 6 January 2025.

"The course was phenomenal. It blew me away. I couldn't stop talking about it. I couldn't stop sharing what I'd learned with my peers and my managers. It was just like nothing I'd ever sat in before... the way it was run, the way we learnt, the way we got to interact with people from different states, different backgrounds... I think I would encourage anyone to do this course, regardless of where they come from, or what background in ambulance they're in. I think [they'll] get so much out of it. I certainly did."

Alumni Reflections video: Catherine Wentworth

[Watch video](#)

CONTACT

For questions related to the program, please contact the program coordinator:

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