

MIDDLE

LEADER

PROGRAM



**TOMORROW'S
LEADER,
TODAY.**



Excellence in healthcare requires expert collaboration within and between diverse teams of highly specialized healthcare professionals.

Middle Leaders play a significant role in developing a culture of collaboration and performance through their influence on both senior and junior roles.

Join this program to increase your knowledge of effective leadership and learn practical skills you can apply immediately in your current role.



What is it?

The Middle Leader Program is a professional development course for doctors, consultant level and above, who are keen to develop their leadership capability.

These middle leaders will be currently leading or managing teams in a variety of clinical/health settings which require them to both lead 'up' and 'down' to be effective in their role, hence the term 'middle leader'.

Middle leaders will be passionate about building the skills and behaviours to lead with confidence and authenticity in complex collaborative environments. They will be keen to build their capacity to set clear expectations and processes that build a culture of collaboration and high performance.

Middle leaders face a complex leadership task – requiring strong personal awareness and a solid set of interpersonal and group leadership skills to lead up, down and across from their role.

This program supports each participant to find their own leadership voice and style, and provides the opportunity to learn and practise a skill set for their role.

Who is it for?

This program is for doctors who are consultant level and above who are currently managing and leading a team, service, or department.

Participants may also hold a leadership role in private practice, with many juggling more than one role across both the private and public sector.

How does it work?

The program provides 18 hours of leadership education delivered via four webinar/face-to-face modules, a group tutorial session, peer learning pairs, self-paced on-line learning, including video tutorials, readings, and reflective learning activities, and a one-on-one coaching session across three to six weeks. The webinars are led by a highly experienced leadership consultant and coach and are designed to be highly interactive including expert presentations, group discussions and reflections and skills practise in small groups.

What content is covered?

Core content for the four modules includes:

- » Developing strong self-awareness and clarity around values, goals, and purpose
- » Articulating a strong leadership identity and purpose for self and team/department
- » Developing a strong sense of role, role clarity and complexity, and managing boundaries
- » Developing strong communication skills and behaviours for interpersonal and team settings
- » Establishing psychological safety and strong team and department culture
- » Developing others through cultivating a culture of professional conversations and feedback
- » Strategies for dealing with difficult people and difficult interactions

- » Leading during constant change as well as leading change and navigating resistance to change
- » Strategic thinking and planning and making time for leadership work
- » Time management and delegation
- » Strategic planning for own professional growth - using feedback effectively, preparing for promotion, interviews, and performance reviews
- » The importance of self-care and managing exhaustion and burnout for self and others.

What will I get out of it?

- » A deep understanding of the knowledge and skills essential for effective leadership from your role
- » Skills in exercising collaborative leadership effectively including creating psychologically safe environments, communicating effectively in one-on-one and group settings, giving effective feedback, and navigating challenging situations and people.
- » You will join a cohort of other medical leaders in similar roles and learn from their experiences and current challenges
- » You will learn together and receive feedback from peers as you build personalised action plans for leadership development against specific goals, and examine your professional networks and approach to self-care and wellbeing to become more effective in your leadership work
- » You will have access to a wide range of specifically selected resources including academic articles, self-assessments, webinars and talks
- » You will have a one-on-one coaching session with the Program Director to share your specific challenges and the action plans you have developed and receive feedback.



What do participants receive?

In undertaking the program, participants receive:

- » 14.5 hours of professional development via interactive webinars (Zoom) / face-to-face workshops and a one-on-one coaching session with the Program Director after the last webinar
- » An extensive self-paced on-line learning program, including video tutorials, readings, and reflective learning activities enhance learning pre & post modules
- » Action plan templates and examples to support the action learning program and the Statement of purpose, Personal leadership development plan, Professional network health check and holistic leadership plan components
- » Connection to a community of like-minded people who have completed the course and who are keen to develop their leadership capacity

Who is the program delivered by?

Dr Anna Clark, a leadership development consultant and coach with substantial experience delivering leadership development programs in Europe, Singapore and Australia.

Dates (Australian Eastern Standard Times)

Anna currently delivers coaching programs for [Middle and Senior leaders for AMA Victoria](#).

2023 Intake 1 (Webinar)

- » Module 1 + 2 (Webinar)
Thursday 11 May
9.30am–4.30pm
- » Live Tutorial (Webinar)
Tuesday 23 May
6.30pm–8.00pm
- » Module 3 + 4 (Webinar)
Thursday 1 June
9.30am–4.30pm
- » 1 hour individual leadership coaching session – to be completed post module 4

2023 Intake 2 (In-person)

- » Module 1 + 2 (Face-to-Face)
Friday 4 August
9.30am–4.30pm
- » Live Tutorial (Webinar)
Tuesday 15 August
6.30–8.00pm
- » Module 3 + 4 (Face-to-Face)
Friday 25 August
9.30am–4.30pm
- » 1 hour individual leadership coaching session – to be completed post module 4

Note: We are offering an in-person workshop format for our second intake in 2023 which will be held at AMA House, Ground floor, 293 Royal Parade, Parkville.

Cost:

AMA Victoria Member

\$2320 + GST Early Bird Rate

Valid until 31 March 2023

60% off full price registration

Use discount code [AMAVMLPEB23](#)

AMA Victoria Member

\$2900 + GST

50% off full price registration

Use discount code [AMAVMLPEB23](#)

AMA Other State Member

\$3480 + GST

40% off full price registration

Use discount code [AMAVMLPEB23](#)

Referral Partner

\$4640 + GST

20% off full price registration

Use discount code provided to you by the referral partner

Non-Member

\$5800 + GST

How to book

You can enroll via the AMA Victoria website:

<https://amavic.com.au/careers-advice/middle-leader-program>,

or by contacting:

AMA Victoria Professional Development and Careers Team

careersadvisor@amavic.com.au

