



Early and Mid-Career Health Leaders Program Schedule and Overview

12 – 14 May 2022



THE UNIVERSITY OF
SYDNEY

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Business School and the Faculty of Medicine and Health

Program Overview

This program is designed to provide a select group of participants from different Local Health Districts across Sydney with a professional development experience that will equip them with concepts, tools, techniques, and strategies to play significant leadership roles in the rapidly changing and extremely challenging world of health care. This 3-day residential program forms part of a larger suite of programs consisting of masterclasses, academic study, facilitated learning sets and potential for international collaborations which are in the process of being finalised. Participants will have the opportunity to pick and choose various opportunities dependent on their interests and learning needs.

The program is a collaborative undertaking between The University of Sydney Faculty of Medicine and Health and Business School. It brings together deep subject matter expertise with a long track record of delivering professional development programs with a wide range of organisations including CBA, Bank of China, Accenture, the Department of Defence and Austrade. This program has been co-designed with senior frontline healthcare sector leaders to equip staff to transition to formal clinical leadership roles.

It has been developed for doctors and dentists in the early and mid-careers stages of their consultant life – a time when many are asked to take on or are considering taking on formal leadership roles. Feedback to date from these clinicians has universally been that they feel unprepared and lacking confidence in the expectations that are put upon them. This 3-day residential event has been specifically designed to be relevant to this group and includes some didactic teaching around the systems and financial drivers which affect everyday leadership life, workshops and discussion groups about purpose and impact, and some facilitated learning around change management. There will be opportunities to network with colleagues and to hear from international experts about their personal experiences of leading in clinical settings.

To be accepted onto the program you will need to be a doctor or dentist who is considering, or is already in, an established leadership role. Should you have questions about whether this is suitable for you please feel free to contact Professor Peter Hockey, Academic Director for Clinical & Professional Development within the Faculty of Medicine & Health (peter.hockey@sydney.edu.au) or fmh.cpd-events@sydney.edu.au.

What will you learn?

This program provides a unique experience that will challenge you to become a stronger leader, extend beyond your current expertise, and build strategic leadership capabilities to drive organisational performance. You will develop the perspectives, mindsets, capabilities, and frameworks to lead, think and act strategically, communicate with presence, impact and influence to increase trust and engage stakeholders, and identify, dissect and solve complex business challenges. You will also have the ability to influence the shape and content of future offerings to ensure that your needs are met as you step into challenging leadership roles and situations.

Location

The short course will be offered as a residential course at the [Novotel Wollongong Northbeach](#) (2-14 Cliff Road North, North Wollongong NSW 2500)

Fee Per Participant

\$7,500 including two nights' accommodation and all meals

Schedule at a Glance

	Thursday 12 May 2022	Friday 13 May 2022	Saturday 14 May 2022
Morning	Welcome and Introduction Health Systems: challenges, reforms, incentives, and funding flows	The Business of Health: Show Me the Money	Case Study: Managing Change and Medical Leadership
Afternoon	Defining Purpose	Managing Hard Conversations as a Leader	Presence and Impact
Evening	Welcome Dinner Guest Speaker: Peter Lees, Former Neurosurgeon and Chief Executive	Program Dinner Guest Speaker: Chris Milross, Radiation Oncologist	

Instructor Profiles



Tim Soutphommasane is Professor of Practice (Sociology and Political Theory). He is also Director, Culture Strategy at the University and in that role helps lead the University's efforts to build a culture that supports its teaching, research, and service to society.

A political theorist and human rights advocate, from 2013 to 2018 Tim was Australia's Race Discrimination Commissioner. His thinking on patriotism, multiculturalism and national identity has been influential in debates in Australia and Britain.

He has been a regular columnist with the Sydney Morning Herald, The Age and The Weekend Australian and his writing has also appeared in the Financial Times, The Guardian, New Statesman, Spectator and the Monthly. He wrote and presented the award-winning Mongrel Nation (2013), a six-part documentary series on Australian multiculturalism, on ABC's Radio National. He was the founding chair of the Leadership Council on Cultural Diversity, the co-chair of the Screen Diversity and Inclusion Network, and has served on the boards of the National Australia Day Council and the Cranlana Centre for Ethical Leadership.

Tim completed a Doctor of Philosophy and Master of Philosophy (with Distinction) at the University of Oxford. He holds a first-class honours degree from the University of Sydney, and honorary doctorates from Deakin University and Western Sydney University.

Helena Nguyen is an Associate Professor in Work and Organisational Studies and co-director of the Body, Heart and Mind in Business Research Group at the University of Sydney Business School. She received her PhD and Masters of Organisational Psychology from School of Psychology, University of New South Wales. Helena's research is multi-disciplinary, and her interests include the role of emotions and cognition at work, human performance, work engagement and well-being.



Helena is a registered NSW Psychologist and a member of the Academy of Management, Society of Industrial Organizational Psychologists and the Australian and New Zealand Academy of Management.



Anya Johnson Associate Professor and Deputy Head of Discipline in Work and Organisational Studies at the University of Sydney Business School. Prior to joining the University of Sydney in 2014, she was a Postdoctoral Researcher at the School of Management at the University of New South Wales. Anya received her PhD from Manchester Business School, and her Masters in Occupational Psychology from the Institute of Work Psychology, University of Sheffield, and her Bachelor of Psychology from the University of Western Australia. Before commencing her academic career, Anya worked

in management consulting in Hong Kong, the UK and USA and in community development in Australia.



Josephine O'Reilly has substantial global experience in delivering workshops and individual sessions in communication and presentation skills with people in business at all levels.

She is a champion improviser, having performed with the world's finest, and is acknowledged as one of Australia's leading improvisation trainers. Past clients include ING, Macquarie Bank, Heineken, Toshiba, the University of NSW, Multiplex, Novartis, and the Australian Bar Association. She is a widely sought-after corporate communications expert teaching executive programs

at UNSW and Australia's National Institute of Dramatic Art (NIDA).

Carmen Huckel Schneider is Deputy Director at the Menzies Centre for Health Policy, and Director of the Master of Health Policy. She is co-lead of the Health Governance and Financing, and Applied Policy Analysis Groups at the Menzies Centre for Health Policy. Dr Huckel Schneider holds positions as Senior Lecturer in Health Policy at the School of Public Health and Adviser, Knowledge Exchange, at the Sax Institute.



Carmen completed her PhD at the University of Tuebingen researching the legitimacy and stakeholder receptivity of global health organisations. Her current research interests include governance in global health, health systems and financing and decision-making in health policy.



Dr Shaun Larkin has over 30 years health care financing and delivery experience in Australia, Asia, and the United States including CEO of the Hospitals Contribution Fund of Australia (HCF) from 2010-2017. More recently he has leveraged his experience as an investor, director and advisor in the health start-up ecosystem in Australia and the United States and as Professor of Health Policy and Financing at the University of Sydney.

Jim Gillespie is an Associate Professor in Health Policy at the Sydney School of Public Health and was one of the founders of the Menzies Centre for Health Policy. He is published widely on Australian and global health policy. His research has focused on the problems created for health systems by the changing burden of chronic illness.



Dinner Speakers



Peter Lees is the Chief Executive of the UK Faculty of Medical Leadership and Management (FMLM). In 2011, he led the establishment of FMLM which is the second largest medical leadership organisation worldwide with over 2000 members. It jointly owns the journal *BMJ Leader* and the international leadership conference, *Leaders in Healthcare*. FMLM defined the first UK Leadership and management standards for medical professionals in 2015 and awards fellowships against those standards.

Previously, Peter combined a career in neurosurgery with senior roles in operational management and leadership development at all levels within the UK's National Health Service. Formerly, he was Medical Director, Director of Workforce and Education and Director of Leadership at National Health Service South Central Strategic Health Authority. He was also Senior Lecturer in Neurosurgery at the University of Southampton from 1989 to 2011. He is a Fellow of the Royal College of Surgeons of England, a Fellow of the Royal College of Physicians of London and a Senior Fellow of the FMLM. In the 2021 Queen's Birthday Honours list he was awarded an MBE for services to Medical Leadership.

Chris Milross is the Director of Radiation Oncology and Medical Services at Chris O'Brien Lifehouse and was previously head of the Department of Radiation Oncology at the Sydney Cancer Centre at Royal Prince Alfred Hospital. He is an Associate Professor of Medicine at the University of Sydney and was President of the Royal Australian and New Zealand College of Radiologists (RANZCR) from 2014-2016.



His research activity includes an interest in basic and translation sciences, cancer support and communication and health services planning. More recently he has pioneered the introduction of Schwartz Rounds at Lifehouse. Schwartz Rounds are a structured group forum where clinical and non-clinical staff meet regularly to discuss the emotional and social aspects of working in healthcare providing an opportunity to take 'time-out' to reflect on work in a collegial and safe space.

To Register Interest

Visit <https://www.sydney.edu.au/medicine-health/study-medicine-and-health/professional-development-and-short-courses/medicine/early-and-mid-career-health-leaders-program.html>

