

Empowering Leadership in Aged Care

Webinar | 11 December 2024





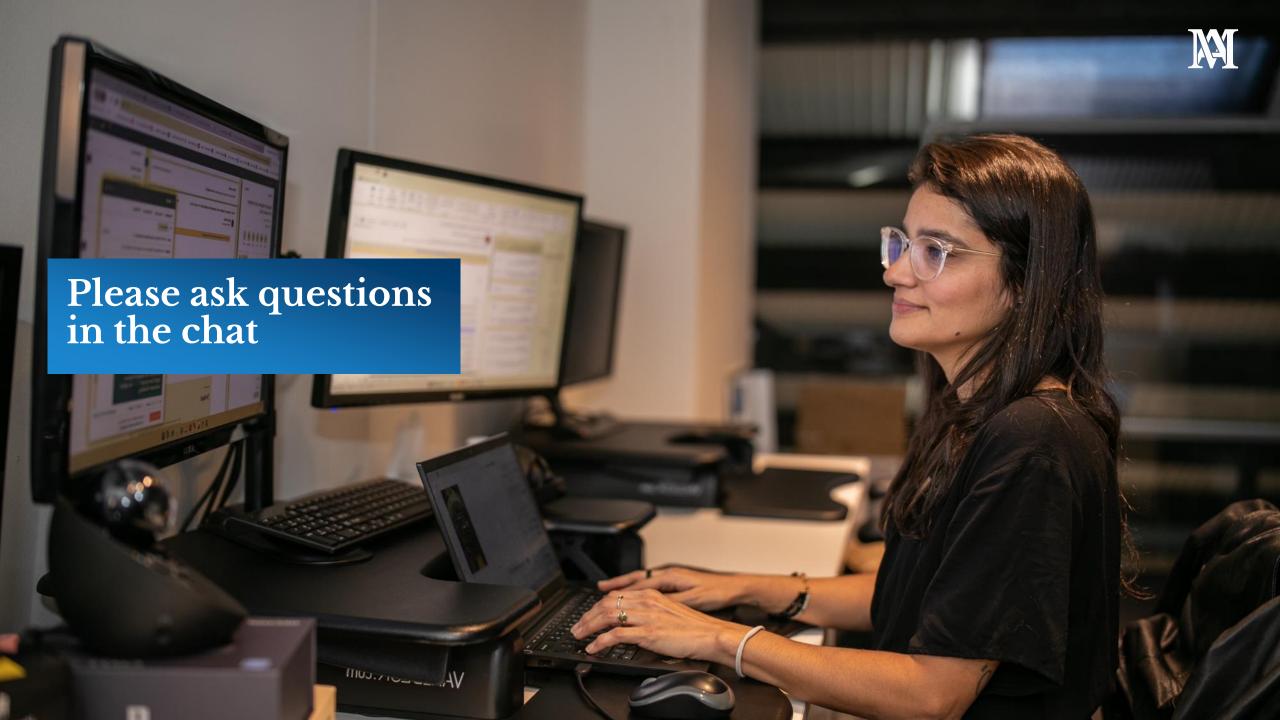


Acknowledgement of Country

We acknowledge the Traditional Custodians of country throughout Australia and their connections to land, sea and community.

We pay our respects to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.





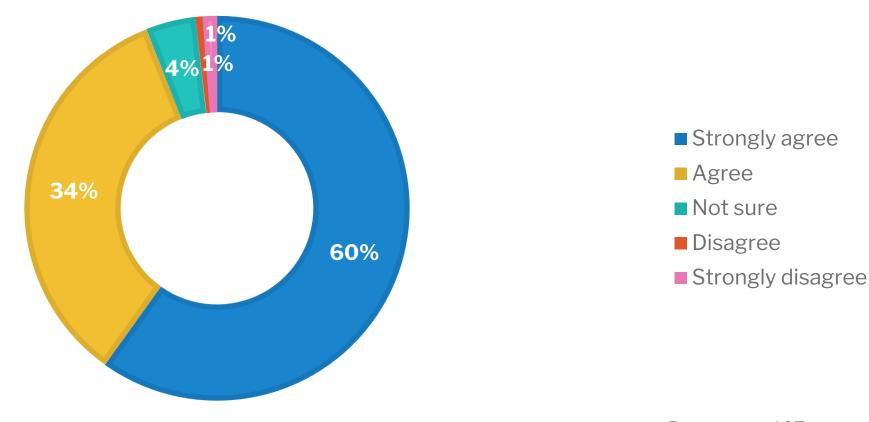
Agenda

- 1. Welcome
- 2. Survey findings
- 3. Let's hear from the panel
- 4. A few thoughts on leadership
- 5. More from the panel
- 6. Q&A
- 7. Close



The aged care sector requires a more structured approach to develop emerging leaders and retain experienced ones.

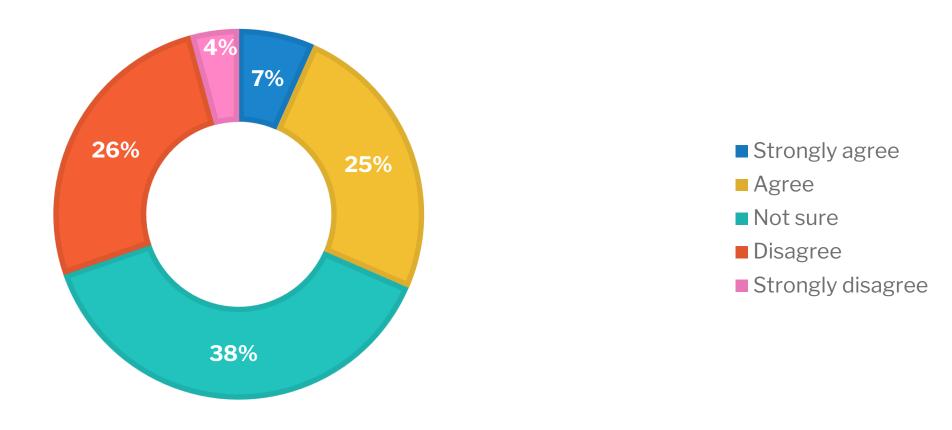




Represents 167 responses



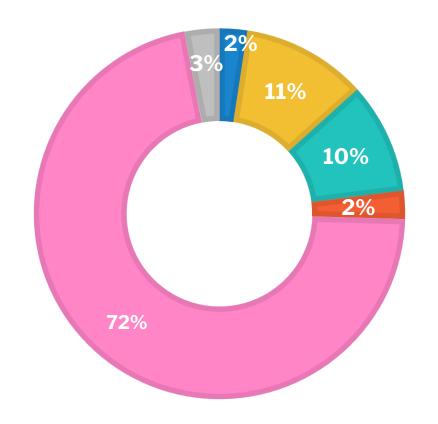
The current budget allocation for leadership development in my organisation is adequate



Represents 167 responses



Which of these is most important to your organisation regarding leadership?



- Succession planning
- Managing people skills
- Resilience and Retention
- Autonomy and decision making
- All of the above
- Other

Represents 167 responses



Your host's and guest speaker



Andrew Farmer
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Mandy Lipschitz
Chief People Officer
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Victoria Mills
CEO and Founder, Hello
Coach
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Meet the panel



Donna Hart
General Manager Operations
Churches of Christ QLD



Michael Rasheed
Executive People and Culture
Southern Cross Care (SA, NT & VIC)



Nicole Klasen

Executive Director, People &
Culture at
Newcastle Anglican



Two Biggest Mistakes

Technically
Great = Great
Leader

Leadership is only learnt in a classroom

Analogy: Teenager learning to drive



Four Stages of Competence

Coaching Coaching Coaching **Unconscious Consciously Unconscious** Consciously Competent Incompetent **Incompetent** Competent **Assessment** Encouragement Motivation Encouragement Delta between own Opportunity to try / Time Challenge competence and what is practice Feedback Skill development required Skills development Skill development Feedback



Leadership Development

Coaching Coaching

Leading Self (Mindset)

- Personalised journey
- Self-awareness
- Emotional Intelligence
- Personal strengths and development areas

Leading Others (Skillset)

- Engagement
- Motivation
- Delegation
- Difficult conversations

Leading Business (Skillset)

- Financial skills
- Strategic acumen
- Driving vision / values

On The Job Learning (Mindset)

- Senior management sponsorship
- Opportunities to present internally or externally
- Mentorship
- Be involved in leadership activities (L-Drivers)
- Resilience / agility



More from the panel



Donna HartGeneral Manager Operations
Churches of Christ QLD



Michael Rasheed
Executive People and Culture
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Our next webinar



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Strategies to optimise accommodation pricing, enhance occupancy, and build financial resilience

Thursday, 27 February 2025 | 12pm – 1pm AEDT

https://www.mirusaustralia.com/effective-accommodation-strategies-for-2025/

Check your inbox for details or scan the code to register now

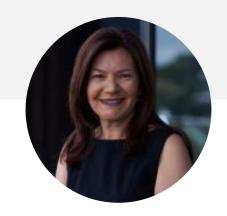




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