

# Fact Sheet

## Transform, Inspire, Engage and Redesign (TIER) Nursing and Midwifery Leadership Essentials Program

### 2023 and 2024

#### What is the TIER Leadership Essentials Program?

The Transform, Inspire, Engage and Redesign (TIER) Nursing and Midwifery Leadership Essentials Program is a newly designed, bespoke training program that builds middle level nursing and midwifery leadership capacity, enabling more effective leadership and management of people and business operations within workplaces.

The TIER Leadership Essentials Program is offered as part of the SA Health Nursing and Midwifery Office (NMO) Leadership Series, sponsored by the Chief Nurse and Midwifery Officer.

The NMO Leadership Series comprises 3 complementary programs:

- > Transform, Inspire and Engage (TIE) – for emerging nurse/midwife leaders (RN/M Level 2)
- > Transform, Inspire, Engage and Redesign (TIER) – for middle level nurse/midwife leaders (RN/M Level 3)
- > Transform, Inspire, Engage and Redesign Systems (TIERS) – for senior nurse/midwife leaders (RN/M Levels 4-6)

As an accelerated leadership development opportunity, the TIER Leadership Essentials Program comprises nine (9) sessions over three (3) months, delivered via a blend of in person and online sessions to up to twenty-five (25) participants per intake/cohort.

The TIER Leadership Essentials Program has been mapped to and supports the Department of Health and Wellbeing's Leadership and Management Capability Framework, focussing on the leadership domain. Design has been informed by evaluation outcomes of leadership development sessions offered as part of the TIER Leadership and Management Program (operational 2019-2022).

## Who is eligible for the Program?

SA Health Registered Nurses and Midwives (RN/M) who:

- > hold a permanent position with a minimum ongoing contract of 32 hours per week (ie. 0.84 FTE) as RN/M Level 3 (Nurse/Midwife Unit Managers, Nurse/Midwife Educators, Nurse/Midwife After Hours/Hospital Coordinators, Nurse/Midwife Managers)
- > commit to attend all Program sessions, with an expected attendance rate of 100%

## Who is not eligible for the Program?

Nurses and midwives who:

- > are not SA Health employees
- > are not substantively employed in a RN/M Level 3 position as Nurse/Midwife Unit Manager, Nurse/Midwife Educator, Nurse/Midwife After Hours/Hospital Coordinator, Nurse/Midwife Manager
- > are temporary residents/visa holders
- > have conditions/undertakings or limitations on their registration
- > are employed less than 0.84 FTE
- > have previously undertaken the TIER Leadership and Management Program

## How do eligible nurses/midwives participate in the Program?

Local Health Network (LHN) Executive Directors of Nursing/Midwifery will be invited to nominate eligible nurses/midwives to participate in the Program, in consultation with their nursing/midwifery leadership teams. Each LHN has allocated places per intake/cohort.

## What are the Program sessions?

Session	Delivery Method
Welcome and Orientation; Values in Intergenerational Teams	Full day, in person
Leading in Complexity; Setting the Context	Full day, in person
Growth Conversations	Full day, in person
Facilitated Panel Discussion	90 mins, online
Data Informed Decision-Making	3 hours, online
Enhancing Communication	4 hours, online x2 ( <i>prioritised for regional LHN participants</i> ) <b>or</b> Full day, in person
Culture and Teams	Full day, in person
Growing Coaching Skills	90 mins, online
Participant Presentations	4 hours, hybrid

## What are the Program delivery dates?

There are two (2) intakes in 2023/2024, with a maximum of twenty-five (25) participants per intake.

### Intake 1 Program Dates/Sessions

<b>2023</b>	<b>Session</b>
1 November (full day, in person)	Welcome and Orientation; Values in Intergenerational Teams
16 November (full day, in person)	Leading in Complexity; Setting the Context
17 November (full day, in person)	Growth Conversations
21 November (3 hours, online)	Data Informed Decision-Making
30 November (90 mins, online)	Facilitated Panel Discussion
<b>2024</b>	<b>Session</b>
6 and 9 February (4 hours, online x2) <i>prioritised for regional LHN participants</i> <b>or</b> 29 February (full day, in person)	Enhancing Communication
8 March (full day, in person)	Culture and Teams
19 March (90 mins, online)	Growing Coaching Skills
27 March (4 hours, hybrid)	Participant Presentations

### Intake 2 Program Dates/Sessions

<b>2024</b>	<b>Session</b>
1 February (full day, in person)	Welcome and Orientation; Values in Intergenerational Teams
6 and 9 February (4 hours, online x2) <i>prioritised for regional LHN participants</i> <b>or</b> 29 February (full day, in person)	Enhancing Communication
14 February (full day, in person)	Leading in Complexity; Setting the Context
15 February (full day, in person)	Growth Conversations
21 March (90 mins online)	Facilitated Panel Discussion
26 March (3 hours, online)	Data Informed Decision-Making
9 April (full day, in person)	Culture and Teams
30 April (90 mins, online)	Growing Coaching Skills
15 May (4 hours, hybrid)	Participant Presentations

## What are the Program output expectations?

In between facilitated sessions, participants are expected to:

- > complete journal reflections post each day/session and any application of change in practice/result
- > identify and implement three (3) action learning plans/change initiatives
- > complete pre/post session readings and/or preparation as directed
- > liaise with their allocated buddy (for debriefing, support, practice and accountability)
- > prepare a final presentation

## What are the Program assessment requirements?

Participants are required to satisfactorily complete:

- > reflective journal post each session (250 words per session)
- > minimum of three (3) action learning plans
- > 5 minute presentation

## Will completion of the Program lead to credit towards any SA university post-graduate programs?

Topic credit towards Flinders University post-graduate Health Administration programs and University of South Australia post-graduate Health Services Management programs is being explored.

**Amelia Gower – TIER Program Coordinator**  
**Nursing and Midwifery Office | Clinical Collaborative**  
**Clinical System Support & Improvement**  
**Level 5, Citi Centre**  
**11 Hindmarsh Square**  
**Adelaide**  
**Telephone: 8226 5897**  
[www.sahealth.sa.gov.au](http://www.sahealth.sa.gov.au)

