



## PHLP

---

### ► THE PUBLIC HEALTH LEADERSHIP PROGRAMME (*PHLP*)

You will be inspired and focused to make a difference in public health and have the skills and courage to act.

---

#### What is *PHLP*?

*PHLP* is a leadership programme designed for public health leaders in New Zealand. The programme is funded by the Ministry of Health and has been developed following extensive consultation with the sector. *PHLP* builds leadership competencies identified as important for leaders in public health. The programme has been developed by Catapult (specialist leadership and organisational performance consultancy) and Quigley and Watts (public health specialists).

*PHLP* will allow participants to discover their leadership potential and equip them with practical and tested leadership tools and resources. The programme will generate immediate and lasting benefits for participants, those they lead, and for public health.

*PHLP* has a six-day leadership component delivered as three two-day sessions.

In 2020 one programme will be offered in Wellington and one in Auckland.

We may have an opportunity for a third programme available in the South Island. If you are applying from the South Island please indicate your interest in your application form.

#### Who is *PHLP* for?

The *PHLP* is for leaders wanting to inspire, refresh and create a powerful foundation for their leadership development.

*PHLP* is not designed to teach public health. Participants are expected to have a good knowledge of public health principles including an understanding of social determinants of health, inequalities in health, how culture influences health, and the significance of the Treaty of Waitangi in health.

# PHLP

## Why Choose PHLP?

### Designed for Public Health

*PHLP* has been designed to meet the leadership challenges facing public health. *PHLP* develops leadership competencies identified as essential for public health leaders. The programme is firmly grounded within the reality of public health. Case studies drawn from public health and practical sessions will allow for application back to work.

### Leadership Wisdom + Practical Tools = Breakthrough Results

*PHLP* explores what is at the source of powerful leadership. Participants gain transformational insights into themselves and the nature of leadership. They are equipped with practical leadership tools that make a real and lasting difference.

### Relevant and Applicable Content

*PHLP* is created specifically for New Zealand public health leaders. The case studies and examples used are based on the work Quigley and Watts and Catapult have undertaken with hundreds of New Zealand leaders and organisations. This means the content will be directly applicable to participants' work.

## What Are the Leadership Competencies PHLP Develops?

*PHLP* develops leadership competencies identified following extensive consultation with the sector:



## What Outcomes Can I Expect?

By the end of *PHLP* you will:

- Understand what leadership is, and what's expected of leaders
- Have identified what is at the source of effective and powerful leadership
- Have greater self-awareness, self-confidence and leadership wisdom
- Understand your primary leadership style and how to adapt your style to be more effective
- Have clarified your personal values and created an inspiring leadership vision
- Have explored public health values and ethical issues
- Know how to create shared purpose
- Know how to create a powerful and compelling vision and goals
- Have developed your strategic thinking abilities
- Have developed your political savvy
- Know how to lead change and align people
- Know how to inspire and motivate others
  
- Understand how to work collaboratively with others
- Have enhanced influencing skills
- Understand how to approach challenging conversations
- Know what is required to create a high-performing team
- Understand and have practiced the fundamentals of coaching
- Formed peer learning groups to support you in implementing learning
- Have undertaken a range of action learning projects to implement learning back at work
- Have a leadership development plan.

## What Does *PHLP* Involve?

### 1. Pre-work

Getting full value from the programme requires an enquiring mind, a willingness to participate, and a commitment to implement learning back in your workplace. Pre-work ensures you enter the programme ready for an intensive and accelerated learning experience. Participants need to allow at least two days for pre-work before Workshop One and between workshop sessions. Pre-work includes:

- Undertaking 360-degree feedback on how you are performing in relation to the public health leadership competencies. This feedback will be debriefed one-on-one prior to the programme with a professional coach. The feedback will help you identify your learning objectives for the programme.
- Completing an online assessment tool (DISC) which identifies your primary leadership style at work. A comprehensive personalised report is received during the programme.
- Answering pre-work questions and completing pre-readings to help you focus on the programme content.

### 2. Six Programme Days

*PHLP* programmes are six days in total. These six days are divided into three sets of two days spread over several months. It is essential to attend the full programme and full workshop days.

### 3. Coaching

As well as debriefing your 360-degree feedback, you will have one-on-one coaching by a professional coach after each workshop component. Coaching is a great way of ensuring you maximise the value from *PHLP*.

#### 4. Action Learning

It is expected that participants will design and implement projects to apply programme insights back at work.

#### 5. Leaderlabs (Peer Groups)

It is expected that participants will form peer groups. Groups will communicate between workshop sessions to support implementation of programme content.

#### 6. Alumni

All PHLP graduates will become part of the PHLP Alumni, receiving regular e-news and opportunities to participate Alumni events and workshops.

## **Programme Dates 2020**

Each programme has six days spread over several months. As well as the workshop days, participants need to allow for pre-work (including 360-degree feedback and coaching) in the eight weeks prior to the first session.

### Programme 1 (Wellington):

17 - 18 June, 19 - 20 August, 21 - 22 October 2020

### Programme 2 (Auckland):

24 - 25 June, 26 - 27 August, 28 - 29 October 2020

Applications close at 5pm Friday 7<sup>th</sup> February 2020. Note that applicants must demonstrate that they have their manager's support to attend, and will need to pay for their own travel, food and accommodation expenses (unless otherwise agreed with their manager).

All applicants will be contacted regarding the outcome of their applications by 24<sup>th</sup> February 2020.

## **Location: Wellington**

*PHLP* Programme 1 will be held in Wellington at the CQ Hotels Conference Centre located at 213–223 Cuba St, Wellington. Cuba St is at the heart of Wellington's vibrant café and eclectic shopping area. The venue is only a few minutes' walk to the waterfront, the CBD and some of Wellington's best cafés and restaurants. The CQ links two hotels: the Quality Hotel (four+ star) and the Comfort Hotel (three+ star). Further information about the accommodation is available at [www.hotelwellington.co.nz](http://www.hotelwellington.co.nz). Bookings can be made by contacting the hotel directly on 0800 888 5999 or by email [reservations@cqwellington.com](mailto:reservations@cqwellington.com).

## **Location: Auckland**

*PHLP* Programme 2 will be held in Auckland at the Sudima Hotel located at 18 Airpark Drive, Mangere. The hotel is close to the Auckland Airport and a bus service to and from the airport is available. It has a gym and heated indoor pool. Further information about the Sudima Auckland Airport is available at [www.sudimahotels.com/Auckland](http://www.sudimahotels.com/Auckland). Bookings can be made by contacting the hotel directly on 0800 783 462 or by emailing [reservations@sudimauckland.com](mailto:reservations@sudimauckland.com).

## ***Investment***

PHLP is funded by the Ministry of Health. This includes tuition, programme resources, 360-degree feedback, personal leadership profile, four one-on-one coaching sessions, development of a personal leadership plan and access to a continuing support network of PHLP graduates. Morning tea, lunch and afternoon tea will be provided on each course day.

Participants are expected to cover their own accommodation, travel, breakfast and evening meal costs.

## ***Time Commitment***

We are often asked how much time needs to be set aside to complete the Programme. A general guideline would be to allow at least 2 days to complete pre-work requirements prior to the first Workshop. You must attend full Workshop days (2 days X 3 workshops). Allow around 4-8 hours between Workshops for Coaching sessions, Leaderlabs and prework/readings.

## ***How to Apply***

Fill out the online application form on the website [www.health.govt.nz/phlp](http://www.health.govt.nz/phlp)

Applications close on 7<sup>th</sup> February 2020 (no exceptions).

One of the requirements of PHLP is full participation in all aspects of the Programme, including attending full workshop days.

**The following criteria will guide selection.** Participants should meet most of the selection criteria.

- Currently in a leadership role
- At least three years' experience in public health in New Zealand
- Demonstrate commitment to core values of public health
- Demonstrate commitment to remain in public health
- Regarded by others as a leader, e.g. asked to mentor others, history of being asked to take responsibility by community for central activities, takes the lead on a particular issue
- Evidence showing self-motivated with the passion and ability to make a significant difference in public health.

Where all these criteria are met, applicants who meet the following additional criteria will be prioritised:

- Māori
- Pacific or Asian
- Currently employed in public health role
- Seniority and strategic influence
- In management/team leader roles
- Hold public health qualifications
- Have more years of experience over less.

## ***Enquiries***

If you have questions about the online application process, please contact Sene Kerisiano:  
EMAIL: [sene.kerisiano@health.govt.nz](mailto:sene.kerisiano@health.govt.nz)

If you have a question about PHLP (general enquiries) please contact Jo Johnson:  
EMAIL: jo@quigleyandwatts.co.nz

## Session Outline

---

### ▶ WORKSHOP ONE – LEADING SELF

#### What is Leadership?

We explore what leadership is, how it differs from management, and what's expected of leaders. We provide a Leadership Map to guide you through the territory of leadership.

#### You as a Leader

There is no one best type of leader. What's important is leading in a way that is real and authentic for you. This requires self-awareness, self-belief and clarity about what you believe in and stand for. In this session you clarify your personal values and create an inspiring leadership vision for yourself. We reveal the hidden nature of self-imposed limitations on leadership potential.

#### Leadership Styles

Leaders are flexible and adaptable, able to employ different leadership styles for different situations. Using the DISC behavioural styles framework we explore the impact of different leadership styles. You receive your own comprehensive DISC report which reveals your primary leadership style including strengths and areas to work on.

#### Ethics and Values of Public Health

We explore the values of public health. We engage in ethical issues that emerge in public health.

### ▶ WORKSHOP TWO – STRATEGIC LEADERSHIP

#### Seeing the Big Picture

Understanding the determinants of health and how these determinants can be influenced is essential to public health. Workshop Two begins with an inspiring and challenging introduction to some of the key challenges facing public health in Aotearoa New Zealand and globally.

#### Creating Shared Purpose and Values

Clarity of purpose and values is an important touchstone for making strategic decisions. Effective leaders have a deep understanding of their organisation's purpose and model values. We show you how to develop shared purpose and values, and leave you equipped to undertake this work with your team or organisation.

#### Creating the Future

Effective leaders are forward-looking – scanning the horizon, setting direction and guiding the thinking about how to reach a new future. We explore how to create a shared vision and bold goals. You will be equipped to use a simple and highly effective strategic planning tool that has been used with some of New Zealand's leading organisations.

### Political Savvy

Successful leaders know how to manage government and organisational politics. They take the initiative and they forge consensus. Ultimately, they help others maximise their impact. This session addresses how successful leaders operate ethically behind-the-scenes. You will analyse your own political style, and understand the strategies and tactics used by ethical leaders. You will learn how to navigate political minefields so you can increase your influence in your organisation and in public health.

### Leading Change through People

Leaders bring about change – taking people to new places and bringing about new ways of doing things. We explore the dynamics of leading change and what it takes to align people to the change you want to bring about.

## ▶ WORKSHOP THREE – DELIVERING RESULTS

### Collaborative Working

Great leaders are able to work collaboratively. We explore the challenges and opportunities for working collaboratively in public health. You are equipped with strategies to engage and sustain others in collaborative working relationships.

### Empowering Others

Effective leaders bring out the best in those around them. In this session we explore coaching as a key skill for empowering others.

### Having Courageous Conversations

Leaders sometimes have to tackle challenging conversations. We will explore how to turn challenging conversations into learning conversations.

### Influencing

Leaders are influential – using interpersonal savvy to deliver results. In this session we explore how to influence others ethically. You will learn how to create a strategic influencing plan.

### Leadership Development Plan

In this session you create a plan for your ongoing leadership development.

# About the Programme Leaders

---

## Catapult

Catapult has an outstanding reputation for unleashing leadership potential and providing practical leadership tools that make a difference in the workplace. Catapult won the AUT Excellence in Business Awards for the proven impact of their work. They are often invited as key note speakers on leadership and organisational performance. To learn more about Catapult, go to [www.catapult.co.nz](http://www.catapult.co.nz).

*Andrea Thompson (Catapult Director)* has been a lawyer, management consultant, personal development programme leader, general manager and director. Over the last 18 years Andrea has led programmes to over 25,000 people both nationally and internationally. She is rated as an extraordinarily effective and inspiring programme leader. In addition to her leadership development work, Andrea is engaged by many organisations to help guide and facilitate organisational development and change initiatives.

*Liz Riversdale (Catapult Coach)* has over 20 years' experience as a professional coach, trainer, lecturer and manager. She has designed and delivered a wide range of training programmes, all based around her passion for people reaching their potential. Liz has been coaching for 12 years and has accrued over 3,000 hours of coaching. This depth of experience allows her to engage with clients easily and support them through change and development in a powerful way.

*Elva Phillips (Catapult Coach)* began her career as a Registered Nurse. Her final role in the health sector was managing highly specialised medical and nursing teams. Keen to find out what working in the corporate world was like, Elva switched careers to establish a medical recruitment division for a recruitment company. She has also held senior roles in a multinational organisation that specialises in personal effectiveness and efficiency. Elva worked for over 12 years for a multinational training and development company, leading programmes and coaching people throughout New Zealand and Australia. Elva says working with Catapult allows her to pursue her passion for helping people be the best they can be.

---

## Quigley and Watts

Quigley and Watts bring an in-depth understanding of the public health context. Established in 2005, Quigley and Watts work in partnership with communities and other agencies to influence health and wellbeing. To learn more about Quigley and Watts, go to [www.quigleyandwatts.co.nz](http://www.quigleyandwatts.co.nz).

*Carolyn Watts (Quigley and Watts Director)* has worked in public health for 15 years as a researcher, public servant, university lecturer, health promotion manager and director. Having worked in government, non-government, academic and clinical roles she has a broad understanding of public health contexts. She is passionate about health promotion and has been asked by many organisations, particularly in primary health care, to develop and deliver tailored health promotion training. Carolyn is an experienced facilitator, having chaired a number of national coalitions and committees in public health.

*Jo Johnson (PHLP Programme Coordinator)* is the glue that holds the PHLP administration together. She began her career in nursing joining Quigley and Watts ten years ago as Office Manager. Jo is an excellent organiser and is always looking for new ways to streamline PHLP logistics making it easier for participants.

---