

Fact Sheet

Transform, Inspire, Engage and Redesign Systems (TIERS) Nursing and Midwifery Leadership Program

2024

What is the TIERS Leadership Program?

The Transform, Inspire, Engage and Redesign Systems (TIERS) Nursing and Midwifery Leadership Program is a 6 month leadership development program that provides nursing and midwifery leaders with the opportunity to challenge their thinking, develop a better understanding of how to lead change more effectively, influence a healthful and productive workplace culture and to navigate the complex health landscape.

The TIERS Leadership 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)

The TIERS Leadership Program comprises eleven (11) sessions over six (6) months, to up to twenty-four (24) participants.

The TIERS Leadership Program has been mapped to and supports the Department of Health and Wellbeing's Leadership and Management Capability Framework aiming to build capability and capacity of the nursing and midwifery professions in the leadership domain.

Who is eligible for the Program?

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

- > substantively employed in an ongoing basis in a position with a minimum contract of 32 hours per week (ie. 0.84 FTE) as RN/M Level 4 and above
- > 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 temporary residents/visa holders
- > have conditions/undertakings or limitations on their registration
- > are employed less than 0.84 FTE

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.

What are the Program sessions?

- > Resilience@Work Scale and Model
- > Introduction to Bullshift and Get Clear
- > Coaching and iGROW model
- > Health Planning and Commissioning
- > Transformational Leadership and Leadership Styles
- > The Power of Shifting Mindsets
- > Implementing and Measuring Person Centred Practice
- > In the Purple Zone - Honing Political Acumen
- > Values and Intergenerational Teams
- > Systems Thinking

What are the Program dates for 2024?

Program dates for 2024 (cohort 5) are:

28 February	3 April	26 June
29 February	4 April	27 June
13 March	22 May	3 July
14 March	23 May	

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 at least five (5) 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?

To graduate, participants are required to satisfactorily complete:

- > reflective journal post each session (250 words per session)
- > minimum of five (5) action learning plans
- > 8 minute presentation

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

Subject to completion of the TIERS Leadership Program, credit of one topic (4.5 unit value) is available for the following Flinders University courses:

- > Master of Health Administration
- > Graduate Diploma in Health Administration
- > Master of Science (Health Administration)

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