



## **Change Collaborative**

Chief Medical Officers' Collaborative

# Nurturing the leaders

The Change Collaborative grew out of inspirational clinical leaders seeking to learn with like-minded peers while building personal and professional competencies to help them lead.



# The programme

With a wealth of experience across New Zealand's Health system, Senior Medical Officers and Advisers are the frontline of ensuring quality care for patients. These roles spanning public, private, community and secondary care will play a pivotal role in the transition into Te Whatu Ora and Te Aka Whai Ora. Held for the first time in 2020, our CMO Collaborative offers the means to share experiences, insights, challenges and opportunities facing New Zealand's health system.



The past few years have seen earthquakes, mass shootings, volcanic eruptions and global pandemics resulting in the New Zealand health system being challenged like never before.

Now facing a sustained period of reform and the establishment of Te Whatu Ora and Te Aka Whai Ora, changes in how we work and who we lead will continue to challenge system leaders - no one more so than CMOs and their executive partners.

The CMO Collaborative participants will learn through the practical exploration and sharing of case examples. Facilitated sessions will explore specific topics that will reinforce case study discussion and individual readings.

The immersive experience allows participants to pause, reflect, strategise and grow their roles as clinical leaders of their district.

## **Objectives:**

### **Collaborate and share**

- Leadership journeys, experiences and insights from your peers.
- Common challenges and initiatives.
- Effectiveness and resilience at the Executive table.
- Strengthen a lasting network of peers.
- Record formal 'peer review' time.

## **Format:**

- 3 days/3 nights.
- Two days facilitated learning and reflection.
- One day workshop.

## **Who should attend?**

The programme is designed as a safe and confidential space for executive level clinical leaders who wish to grow their leadership, self-confidence, peer network and take some time for self-care.

## **Participants should have:**

Attained, or be about to attain a position as a Chief Medical Officer, Senior Medical Adviser, CMO Deputy or Associate.

Change Collaborative will approve applications based on the above criteria and the need to balance participant mix. We would be delighted to have your participation in Change Collaborative's CMO Collaborative where you can take time to reflect and enjoy stimulating conversation and good company.

# Invigorate + grow

The Chief Medical Officer's Collaborative is the pinnacle of our graduated suite of programmes for clinical leaders wishing to advance their career leading clinicians, services and organisations in health.

Intentionally a 'collaborative' and not a 'course', the CMO Collaborative acknowledges the wealth of experience amongst CMOs, while at the same time recognising the variable experience as CMOs within the group.



# Potential topics for shared exploration and case studies



## Leadership

- Team work preferences: speaking the same language
- Leadership Behaviours 360°
- Leadership of Self
- Leadership of Teams
- Executive Team membership
- Working across the system



## System performance

- Complex complaints and the Code of Rights
- Expectations of a CMO
- Clinical governance
- Getting Organisational Design right



## Personal skills

- Models of clinical leadership and supporting leadership behaviours
- Stakeholder maturity model and stakeholder engagement
- Being a sponsor of change projects and programmes
- Dealing with the worst of behaviours



## Building change platforms

- Cultural change
- Health Service Transformation
- Re-imagining your model for change
- Influencing change (within a complex adaptive system)
- Linking through story-telling

Final topics will be selected after consultation with those registered to attend each Collaborative.

### **Contributions from last year's CMO Collaborative attendees suggested the following topics that would be beneficial to cover:**

- Role of CMO in light of Te Whatu Ora and Te Aka Whai Ora.
- Challenges facing the new system.
- Strengthening clinical governance as local and regional clinical governance structures.
- Sharing stories, ideas, issues and problems.
- Strategy and advocacy as a CMO collective.
- Mentoring.
- Creating a place for the CMO group at the leadership table.
- Learning how to say no, in a role which is potentially without boundaries.
- Engaging successfully with General Practice.



# Empowering the thinkers

“A growth experience - both  
personal and for the group.  
Developing relationships that will  
promote future collaboration”

Kate Grimwade - 2021 Course Participant



# Our team



**Naila Naseem,  
Partner  
Deloitte**

Executive and Inner Game Coach. Co-Lead of Change Collaborative. Organisational Development and Change lead, Change Collaborative. 30 years experience in health and leadership.



**Stuart Francis,  
Partner  
Deloitte**

Change Strategist & Organisation Designer. Co-Lead of Change Collaborative. Honorary NZ Editor Asia Pacific Journal of Health Management. Fellow Australasian College of Health Service Management.



**Dr Joshua Tabor,  
Associate Director  
Deloitte**

Former Chief Executive, SCOUTS New Zealand. Former Director of Organisational Development, New Zealand Police and Performance Advisor State Services Commission.



**Amy Cowan Pollard, '  
Programme Development Manager  
Deloitte**

Over 15 years of experience in Event and Project Management across both private and public sectors. Specialises in events, managing complex and detailed projects.



**Dominique Koloamatangi,  
Programme and Event Coordinator  
Deloitte**

Has experience in event management, stakeholder management and marketing and communications. Experience in the Non-profit, Tertiary Education and Non-Government Organisation sectors.



A scenic landscape of a mountain valley. A river flows through the center, surrounded by lush green forests and rocky slopes. The sky is blue with scattered white clouds. The overall tone is peaceful and natural.

“

...everything is born from change...  
there is nothing nature loves more  
than to alter what exists and make  
new things like it.

Marcus Aurelius

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