Deloitte.

Change Collaborative

Clinical Leaders' Course

21 – 24 September 2027
Queenstown

Innovate + Collaborate

"Fantastic atmosphere and professionally run. Great understanding of our clinical world and challenges."

"Incredible breadth of content and a whole toolbox of skills so relevant to clinical leadership roles. Has just left me wanting to learn more about everything!."

"Thought provoking, collaborative and constructive!"

"An excellent open learning environment with real actionable learning points that will aid in my development."

Participant Testimonials
2025 Clinical Leaders' Course

Nurturing the Leaders

Healthy systems need good leadership, and health systems need good clinical leaders. Change Collaborative are committed to building effective health systems.

The transition to a clinical leader can be as fraught with challenge as it is with reward and satisfaction. Clinical training, early leadership opportunities, and self-directed learning are helpful but formal structured training can take you to the next level.

This course is the start of a more rewarding journey. For more than 10 years we have been helping clinical leaders to develop, and to thrive.

We would be delighted to have your participation in Deloitte's Clinical Leaders' Course, where alongside peers, you will explore what it is to be a great clinical leader.

The Course

Our Clinical Leaders' Course provides a foundation for personal growth and networking through both individual and team based learning.

The past few years has redefined how we live and work. We continue to witness leadership instances of resilience, humility and the ability to make hard decisions. What lessons can we draw on in order to become better leaders and grow our own careers as effective and emphatic Clinical Leaders of tomorrow?

Group work and team case studies challenge each participant to combine theory with real life demands of the role to plan, lead, communicate and deal with change and conflict.

Participants will learn, practice and integrate new techniques in small groups exploring case studies. Dynamic classroom sessions will reinforce case study discussion and individual readings.

Establish a lasting network of peers:

- Share ideas and experiences with like-minded peers.
- Use course learnings to collectively address challenges brought forward in participants' case studies.
- Sustainable improvement develops the capability and capacity of staff.

Objectives

Develop greater understanding of:

- The value of the role of a Clinical Leader.
- Personal self-awareness and ways to interact more effectively.
- Building a service and team vision.
- The value of followership in leadership.
- Difficult conversations and dealing with conflict.
- Change, improvement, team dynamics.

Who should attend?

Designed for clinicians starting out on their leadership journey. The programme provides a variety of views on the skills and competencies of leading in a clinical environment.

The programme is for clinicians who have a keen appetite to develop their leadership skills, assume positions of greater responsibility, develop a trusted network of peers and grow their system influence.

Invigorate + Grow

The Clinical Leaders' Course is our foundation course within a graduated suite of programmes for Clinical Leaders wishing to advance their career leading clinicians, services and organisations in health.

Participants in previous CLCs valued the course with an average 'A' grade rating across all topics.

Chief Medical Officers' Collaborative

- 2.5 day peer-based learning
- Advanced system-level focus

Advanced Clinical Directors' Course

- 5 day 'Ninja' level
- 'Deeper dive' into topics from CDC
- CDC is a pre-requisite

Clinical Directors' Course

- 5-6 day signature programme
- Peer-to-peer based learning
- International faculty & speakers
- Leadership, personal skills, system improvement, change platforms

Primary Care Leaders' Course

Māori Health Leaders' Course

Clinical Leaders' Course

- 2.5 day foundation programme
- Basics of clinical leadership
- Customisable by client organisation

Programme Topics

Leadership

- The rise of clinical leadership.
- Team work preferences: speaking the same language.
- Leadership and followership.
- “Good boss” / “Bad boss”.

System performance

- Building a service and team vision.
- Introduction to Improvement Science.
- Introduction to complexity theory.
- Leading project teams.

Personal skills

- Dealing with conflict.
- Chairing meetings.
- Facilitation and group dynamics.
- Giving and receiving feedback.
- Self-care.

Building change platforms

- Te Tiriti o Waitangi and Māori health equity.
- Seeking empowerment and empowering others.
- Eight steps to successful change.
- The power of influence.

Preparation

Participants will be required to fully prepare for the programme.

Preparations will include

- Writing a 200-300 word case study describing a situation from their present or immediate past role that will provide an opportunity for team exploration and learning. A template structure will be provided. This will need to be completed and submitted in advance of the course.
- Reading 2-3 articles from international journals providing key theoretical frameworks that will underpin class room discussions.
- Participants will be required to complete a team work style preference profile in advance of the course.

Daily routine

Each day begins the evening prior, with teams meeting to review and discuss the next day's case study challenge.

Morning and afternoon classes will typically provide the base knowledge with which to develop a team based response to the case study.

There will be several opportunities through the course of the day for teams to break out and develop their response to scenarios and case studies.

Teams will meet regularly with their Faculty mentor to debrief the day and to consider how they will apply learnings.

Applying the learnings

At the conclusion of the programme, each participant will leave with a personal plan that has 3, 12 and 36 month objectives based on:

- Insights from team work style preference.
- Reflections from case studies.
- Key learnings from each of the programme's streams of leadership, system performance, personal skills and building change platforms.

A 90 minute virtual reunion one month after the course will be provided for some reflection on the application of learnings.

The Location

Your venue is in Queenstown, New Zealand.

The Movenpick Hotel is nestled in Fernhill, offering breathtaking views over Lake Wakatipu and the Remarkables mountain range. Located only 2.5km from the vibrant dining and retail precinct of Queenstown' City Centre.

Guests benefit from complimentary access to Hotel facilities include a seasonal swimming pool, spa pools, sauna and gymnasium.

Lake Wakatipu
New Zealand.

Payment

Payment and Invoice
The total course cost is $5,900+ GST, which covers:
•Tuition and course materials
•All meals and refreshments
•Accommodation for the duration of the programme

Please note, that while accommodation is included in the overall cost, it is paid directly by participants to the hotel (see below for details).

Payment method
An invoice for the course fee (excluding accommodation) will be sent approximately 2 months prior to the course start date. Please ensure payment is made promptly. Participants who have not paid their invoice within 2 weeks of receipt may forfeit their place on the course.

Accessibility
Please contact us if you have any accessibility requirements.

Logistics
You will be required to arrive and check-in on Tuesday 21 September 2027 before 1.30pm, ready to assemble for a 2pm start. The course will conclude on Friday 24 September 2027 around lunchtime and you should plan to depart anytime after 1pm.

Cancellation policy

- Once your invoice has been paid, you may withdraw from the course and receive a full refund within 1 month of payment, provided payment was made before the invoice due date.
- After this period, refunds are not available. However, you may transfer your place to a future course.
- You may transfer to up to two subsequent courses following your original booking.
- If you wish to attend a later course beyond this, the full course fee will apply again.

If you have any queries regarding registration or any other aspect of the course, please email **nzchangecollaborative@deloitte.co.nz**

“The impediment to action advances action. What stands in the way becomes the way.”

Marcus Aurelius

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