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Change Collaborative

Developing health leaders

Offering overview – Partnership
2026

About Change Collaborative

Strengthening health systems

Whether you're taking your first steps into leadership or leading services, departments and organisations, the Change Collaborative helps clinicians develop the skills, confidence and perspective needed to lead effectively in an increasingly complex healthcare environment.

Participants leave with practical strategies they can apply immediately, renewed confidence in their leadership, and a stronger ability to influence, navigate complexity and lead meaningful change across teams, services and organisations.

Bespoke programmes, designed to suit your needs

From emerging leaders and managers, to Chief Executives and Directors, our bespoke programmes ensure learning is tailored to the needs of our participants. Diverse points of view challenge each participant to combine theory with the real life demands of leadership roles to plan, lead, communicate and deal with change and conflict. As experienced consultants, we have first-hand of working alongside leaders through change. We bring our practical experience to develop leadership in the real context of implementing the organisation’s purpose.

Deep international experience

For over 10 years the Change Collaborative has been working alongside public sector leaders as trusted advisers, strategists, coaches and improvement experts in Australia, New Zealand and the United Kingdom.

Recognised nationally by clinical leaders and their Colleges, and with more than 800 alumni in New Zealand the Change Collaborative is the preeminent provider of leadership capability building in the health sector.

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Collaborating for better leadership

Helping people to help people

Our purpose is helping leaders and their colleagues to better meet the needs of the people they serve.

Lead by being a better you

Self awareness, self insight, self care: the foundations for growing as a leader and growing a followership.

An immersive experience

Expert adult learning design and blended cognitive, emotional and behavioural engagement creates powerful learning.

Better leaders, better results

Better skilled, more resilient, more knowing leaders can deliver amazing results through the teams they lead.

Collaborating

Welcome to co-brand, co-deliver

Partnering with the Change Collaborative guarantees a bespoke programme centred around your aims of cultivating followership to a clear and coherent purpose; creating a culture of high performance and trust; and building employee capability, agility and pace. We bring content, style, a robust learning pedagogy and passion for making a difference.

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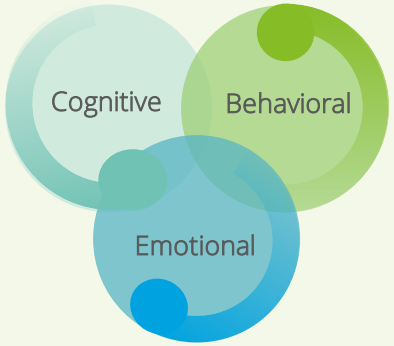
Expert adult-learning based design

Based in best practice

International awarding-winning advisors in adult learning design coupled with academic research of experiential learning based on the works of Chris Argyris, Donald Schön and Edgar Schein guides the design of Change Collaborative programmes.

Blended Pedagogy



Central to the learning pedagogy are the use of real-life case studies enabling the design of a powerful learning environment: a blend of cognitive, behavioural and emotional learning.

Learning set includes case study analysis, problem solving, and solution presentation to provide 'same day' behavioural integration of classroom theory.

Enabling environment

Much thought is given to the creation of a safe learning environment, where guards come down, trust is built and senses stimulated through music and for some course a graphical 'Wonderwall' that records the course participants' lessons, insights and learning journey.

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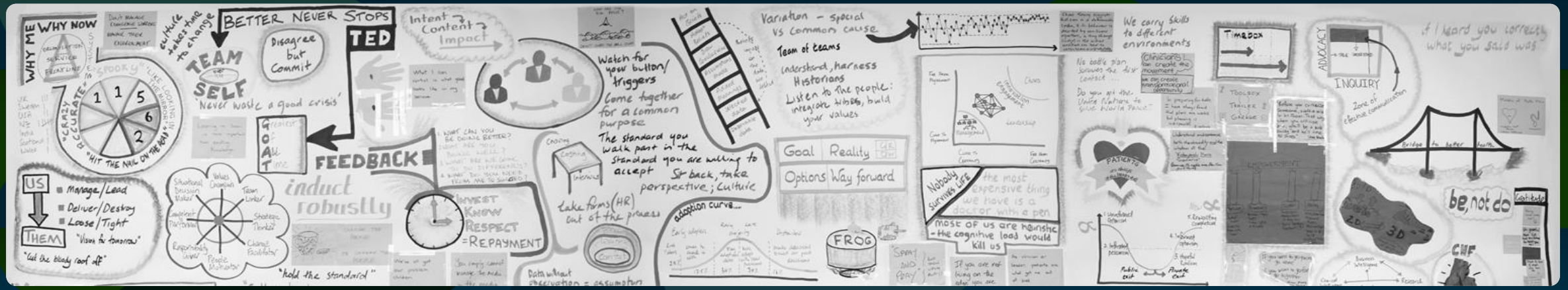
Our unique approach

Flexible Adult Learning
A variety of approaches and real life case studies form the basis of daily behavioural integration of new learning

Networking
An immersive experience with opportunity to share vulnerabilities forms strong peer relationships and a shared commitment

Profiling
We use the Team Management Profile and 360° Leadership Behaviours Profile to provide new insight

Coaching
Expert coaching throughout the programme and beyond challenge participants to stretch and achieve their goals



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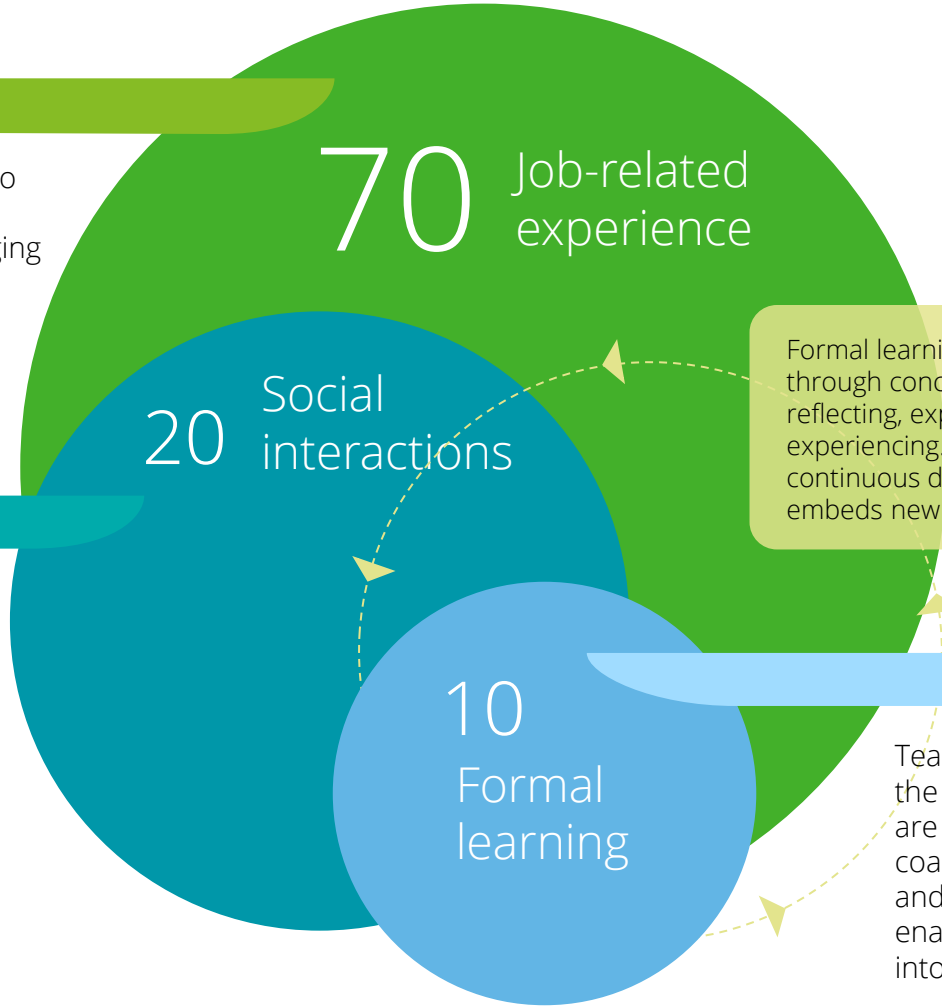
70:20:10

Our methodology follows the 70:20:10 principle; using multiple learning experiences effectively



70

Working with participants to understand their learning needs and goals. Encouraging regular self reflection for deliberate and thoughtful integration of day-to-day experiences into learning.

20

Exploring participant's challenges through coaching and mentoring. Encouraging participants to provide open and constructive feedback to each other, enhancing their ability to learn from each other.

Formal learning is integrated through conceptualising, reflecting, experimenting and experiencing. This ensures continuous development and embeds new ways of working.

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Teaching the formal elements of the course via theory sessions that are reinforced by team exercises, coaching, practicing, role-playing and other supportive tools to enable participants to put learning into practice immediately.

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Invigorate + grow

Our programmes range from foundation through to Executive level can be coupled with coaching, action learning sets and reunions

Chief Medical Officers' Collaborative

- 2 ½ day peer-based learning
- Focus on leading health systems

Advanced Clinical Directors' Course

- 5 day 'Ninja' level programme
- Deeper diver into topics from CDC
- Clinical Directors' Course is a pre-requisite

Clinical Directors' Course

- 5 ½ day signature programme
- Peer-to-peer based learning
- International faculty & speakers
- Leadership, personal skills, system improvement, change platforms

Māori Health Leaders' Course

Primary Care Leaders' Course

Clinical Leaders' Course

- 2 ½ day foundation programme
- Basics of clinical leadership
- Primary care and marae based Māori Leader variants available
- Customisable by client organisation

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1000+ Alumni

Across the Health and Disability sector

- Primary Care
- Secondary Care
- Māori Leaders
- Executives

90+ Topics

To build capability

Leadership
Leading self, teams, systems

Systems
Navigating Complexity

Collaborate
Skills for productive impact

Change
Building change platforms

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Examples from Our Topic Library

Our four content areas accelerate personal impact

Leadership

Leading self, teams, systems

- Introduction to Leadership
- Team work preferences: speaking the same language
- Models of leadership and supporting leadership behaviours
- Situational Leadership
- 360-degree Leadership Behaviours Profile
- The 'power of vulnerability'
- Using mBit (Multiple Brain Integration techniques) for wiser decision-making
- Crossing to the Dark side - personal journey
- Ladder of Inference
- Leading Teams / Projects
- Understanding and Influencing Your Organisation
- Paradoxical Leadership

Systems

Navigating Complexity

- Application of Generative AI
- Demings' System of Profound Knowledge
- Statistical Process Control: Monitor, Control and Improve
- Rapid Cycle Testing
- System Dynamics: Understanding and influencing nonlinear complex adaptive systems
- Principles of balancing demand and resource
- De-mystifying data: what should the graphs be telling you
- Organisational Design
- Business and Financial Planning
- Cost Improvement Programme
- How do you build a service/team vision?

Collaborate

Skills for productive impact

- Identifying and recruiting talent
- Working with Groups - Chairing meetings, Facilitation, Interviewing, Governance
- Giving and receiving feedback; Creating a feedback culture
- Collaboration without burnout, Self Care and Self Compassion
- The Art of the Conversation, Pace and Lead, Inquiry and Advocacy
- Body language and non-verbal communication
- What your executives want from you
- Complex complaints
- Performance management / what happens when things go wrong
- Empowerment and Delegation
- Conflict and Difficult Conversations
- Coping with the Media

Change

Building change platforms

- Creating an environment for others to identify, experiment, and sustain change
- Re-imagining your model for change
- Gracious and conscious disruption
- Linking through story-telling
- Adoption Curve
- GROW
- Leaders' role with IT-related change
- Comfort Zones
- Disruption with information
- Leading Change
- Cynefin Framework and the Stacey Model

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What our alumni are saying...

How previous participants rate our courses

- 100% — I found the clinical directors course valuable
- 98% — I will apply the concepts I learnt in my role as a leader
- 98% — The course was well organised
- 98% — I will recommend the course to my peers
- 97% — The course helped me build positive relationships
- 93% — I found the case studies helpful for my learning

"Enlightening, informative and inspiring. Permission to think, be yourself, to try and to learn"

"A voyage of leadership discovery both personally, professionally and developmentally"

"Illuminating, demonstrating and teaching the intricate balance and skill of creativity, self and staff, behavioural management and success"

"The delivery and engagement techniques to deliver a great amount of information and education was very well balanced and responsive to the group. Bravo!"

"Empowering . Insightful. Entertaining. Challenging. Compelling"

"If you are fortunate enough to be selected to attend this course you will leave it as a better leader and a better person"

"Excellent programme with carefully curated content and delivery. Very applicable to everyday work as a leader"

"Enabled me to get a clearer view of where to take my directorate and has given me more tools to do so"

"If you are serious and committed to your role as a leader there is no question in my mind that you have to do this course"

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