

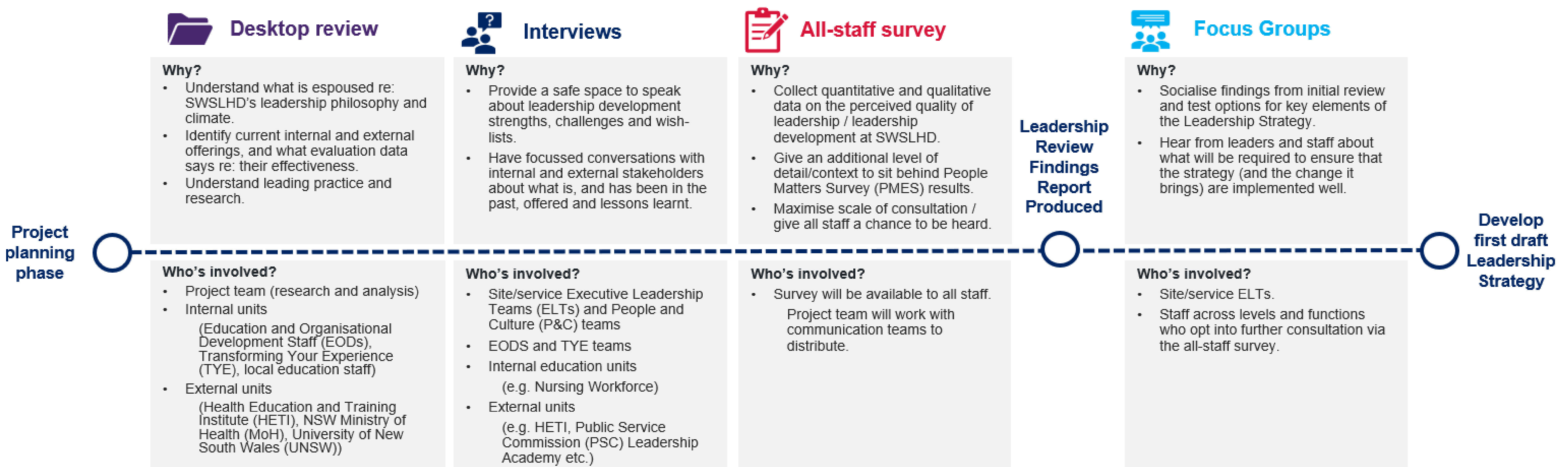
Tailoring leadership development to diverse ways of knowing, being, and doing in South Western Sydney

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Background

To deliver safe, sustainable care for healthier communities, South Western Sydney Local Health District (SWSLHD) strives to develop leaders who consistently demonstrate the capabilities and behaviours that bring the collaboration, openness, respect and empowerment (CORE) values to life and drive a culture of high performance. To address that need, the SWSLHD Organisational Development, Culture and Diversity team is developing a Leadership Strategy aligned to the SWSLHD Strategic Plan and Workforce Plan. The strategy's consultation process involves four data collection points including:



➔ A leadership development framework scoping review formed one component of the desktop review

Research Question: What leadership development frameworks do healthcare organisations use to foster effective corporate and clinical leaders?

Methods

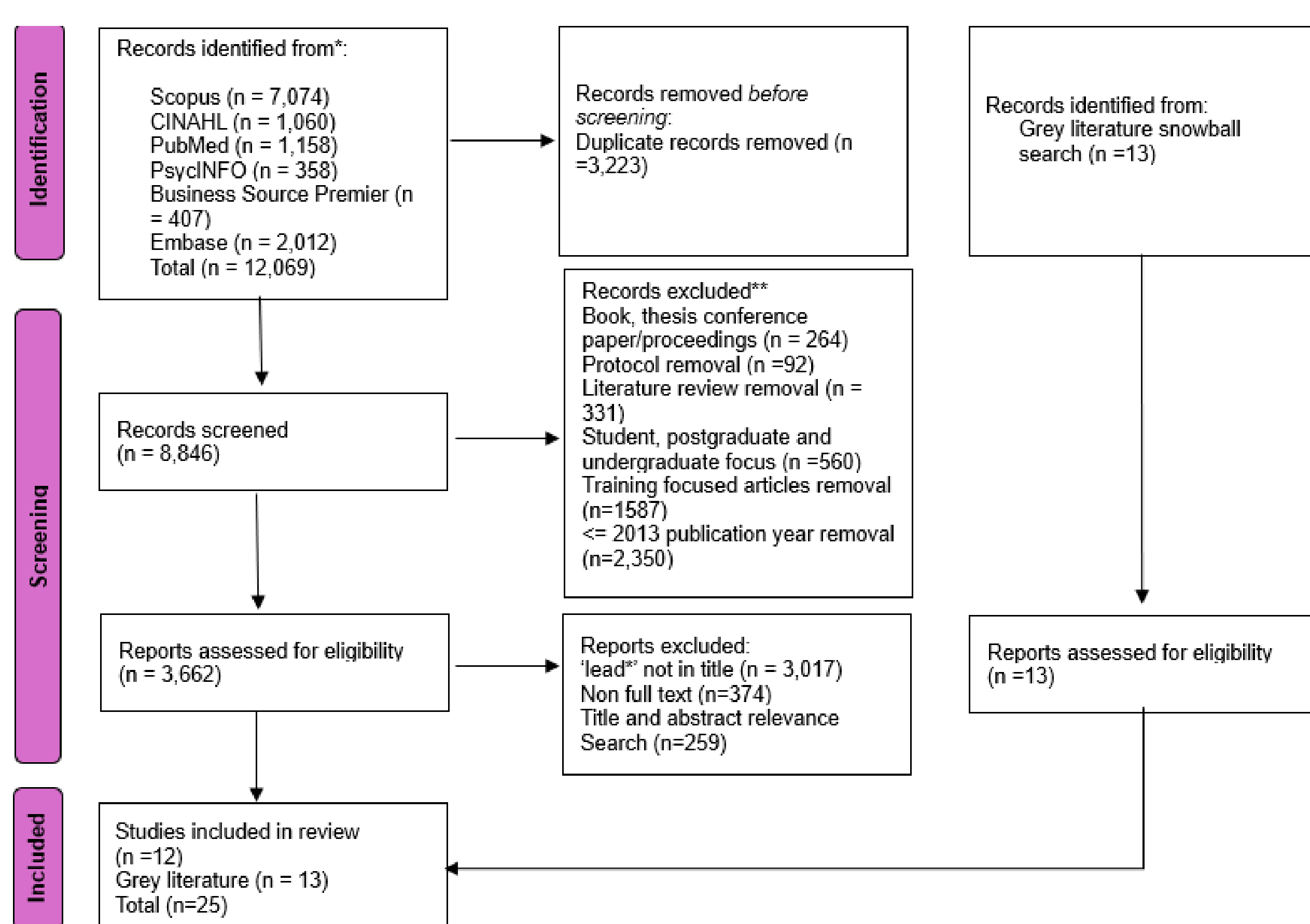
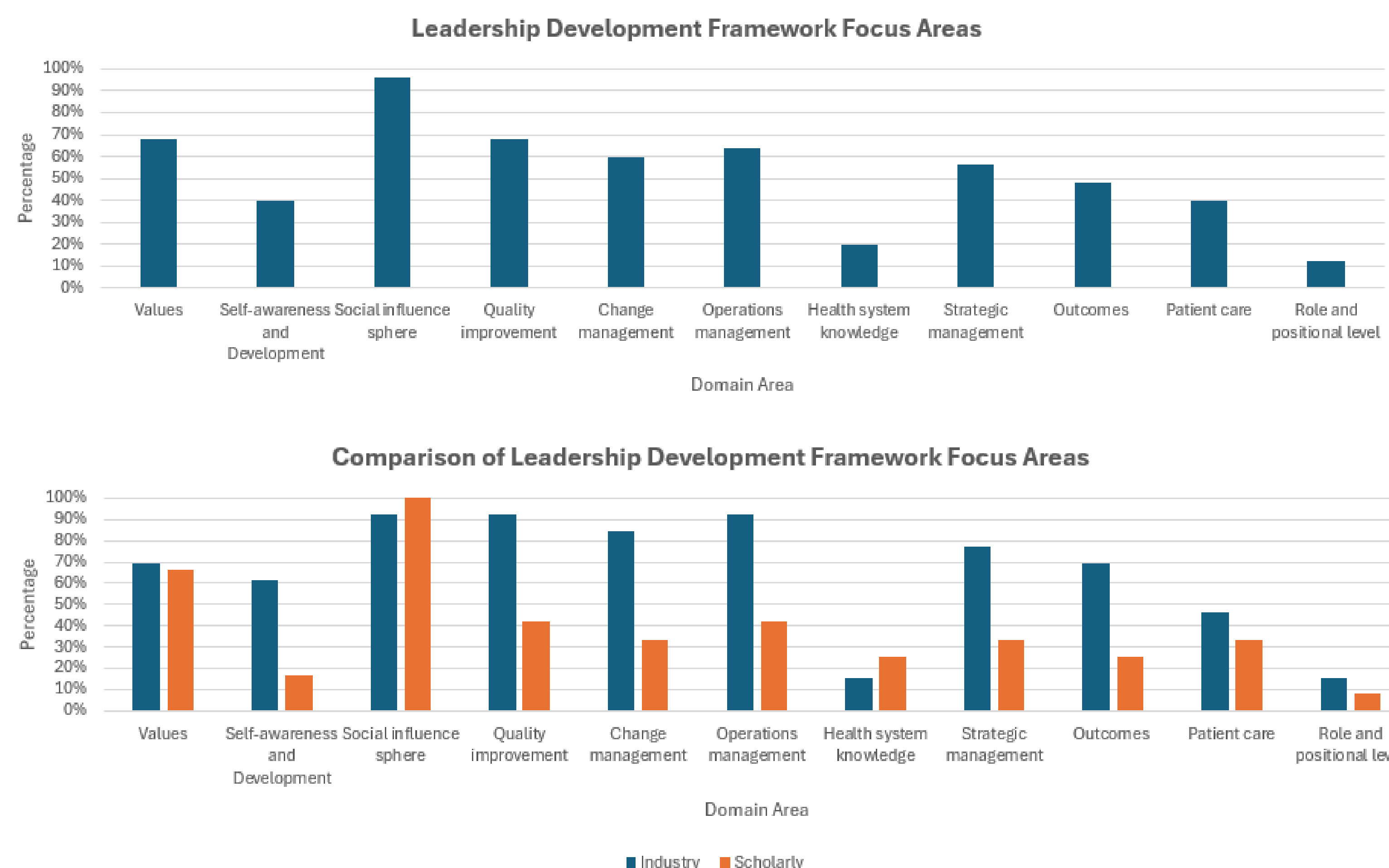


Figure 1: Preferred reporting Items for scoping reviews and flow diagram of the included records.

Results

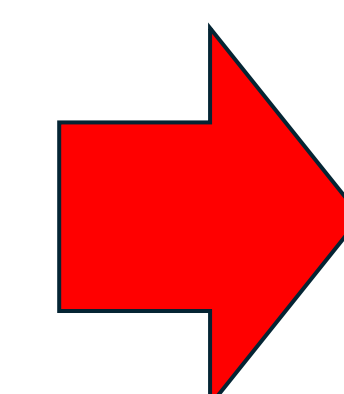
- The combined scholarly and industry (grey) literature results indicate that frameworks for developing values and skills to collaborate and influence other staff members is an essential requirement for health leaders who want to drive a high performing culture.
- However, the industry results from a comparison of scholarly and industry literature further point to the need for health organisations to use frameworks which develop staff capability for strategic organisational stewardship, daily operational care delivery, change and improvement, and performance and accountability to deliver on community needs.



A key limitation of this review, however, regarded the result's cultural diversity. As SWSLHD has a high Culturally and Linguistically Diverse (CALD) population, it is important that leadership development is reflective of the diverse ways of knowing, being, and doing in the South West.

Help us address this research limitation with your insights:

How can SWSLHD leadership development be tailored to the diverse cultures and needs of the South Western Sydney Community?



For more information, please contact: sWSLHD-organisationaldevelopment@health.nsw.gov.au