

Rising Leaders Program



SOLID Leadership
Learn, Lead, Succeed

Overview

The Rising Leaders Program is designed to identify and nurture emerging leaders within the Kimberley Aboriginal Medical Services (KAMS) or Member Services. This program focuses on developing key leadership competencies, enhancing problem-solving skills, and preparing participants for future leadership roles. This program is suited to those who are aspiring for a leadership role in the next 3-5 years.



Objectives

- Identify individuals with leadership capabilities.
- Develop leadership skills and competencies.
- Enhance participants' ability to make strategic decisions.
- Foster a culture of continuous learning and development.
- Prepare participants for higher responsibilities within the organisation.

Key Components

1. Leadership Assessments

- **Myers-Briggs Type Indicator (MBTI)** is a widely used personality assessment tool that helps individuals understand their psychological preferences in how they perceive the world and make decisions.
- **The Leadership Circle (TLC)** is a comprehensive leadership development framework and assessment tool designed to accelerate the development of effective leadership competencies. It integrates leadership development with a powerful, data-driven assessment that provides insights into leaders' effectiveness and growth areas.

2. Individual Development Plans (IDPs)

- **Personalised Goals:** Develop tailored development plans based on individual strengths and areas for improvement.
- **Skill Development:** Focus on enhancing leadership, communication, strategic thinking, and other critical skills.
- **Career Pathing:** Outline potential career trajectories and milestones for each participant.



The Rising Leadership Program aims to create a pipeline of skilled leaders who are ready to take on higher responsibilities and drive the organisation's success.



3. Diploma of Leadership & Management (BSB50420) – Units of Competency

- Communicate with influence
- Develop critical thinking in others
- Lead and manage effective workplace relationships
- Manage business operational plans
- Develop and use emotional intelligence
- Manage team effectiveness
- Manage personal and professional development
- Lead difficult conversations
- Originate and develop concepts
- Lead the development of diverse workforces
- Build and maintain business relationships
- Promote innovation in team environments

4. Mentoring and Coaching

- **One-on-One Coaching:** Personalised coaching sessions to address individual leadership challenges and goals.
- **Mentorship Program:** Pairing participants with experienced leaders for guidance and support.

Expected Outcomes

- Enhanced leadership capabilities and readiness for leadership roles.
- Improved strategic thinking and decision-making skills.
- Greater ability to manage and influence teams effectively.
- Increased self-awareness and emotional intelligence.
- Stronger alignment with the organisation's goals and values.

Duration

The program will span 12-18 months.

Eligibility

- Must be an employee of KAMS or Member Services.
- Individuals must demonstrate strong leadership qualities and a commitment to personal and professional growth.
- Individuals who are willing to commit to a minimum 3 year employment strategy within KAMS or Member Services once the program is completed.
- Individuals must have support from their Line Manager to complete all components of the program.
- Individuals will be required to apply for a place on the program as there are limited spots available.

Contact KAMS Leadership Development Coordinator, Trenna Wadge for an application package Trenna.Wadge@kamsc.org.au



Rising Leaders Program - FAQ

Who should apply for this program?

KAMS and Member Services permanent full-time employees.

This program is suited to those who are aspiring for a leadership role in the next 3-5 years.

I haven't completed any formal qualifications before. Can I still apply?

Yes.

Why am I being asked about my education?

We ask about your education to ascertain the level of Language, Literacy and Numeracy assistance that may be required. Your education status DOES NOT form a part of your application outcome.

Is there a cost involved?

There is a small cost involved for your employer. This will not be passed on to you unless you withdraw from the program without good cause.

As we have invested significantly in the program, if you drop out, you may need to repay the costs.

What will happen if I do not complete the entire program or if I leave my employment?

Employees may be required to repay a percentage of the financial cost of the program should they leave KAMS within a given period of time after completion of the course.

Leave within 12 months of program completion
= 100% to be paid back

Leave within 24 months of program completion
= 75% to be paid back

Leave within 36 months of program completion
= 50% to be paid back

Leave within 48 months of program completion
= 25% to be paid back

Where will the Diploma of Leadership & Management take place?

The Diploma of Leadership and Management program will be delivered outside of the classroom environment where possible. There will be eight face to face, one week blocks and five blocks will be delivered at Eco Beach..

How do I apply for the program?

Applications will open late 2024. There will be a selection criterion to complete, and a short 3-minute video is also requested to support your application. Your application will go to an independent selection panel for review. If you are short listed, you may be asked for an interview. All applicants will be informed of the outcome of their applications and those unsuccessful in this round will be given feedback and encouraged to apply at a later date.

Kimberley Aboriginal Medical Services

12 Napier Terrace, Broome,
Western Australia, 6725

P (08) 9194 3200

E admin@kamsc.org.au

kamsc.org.au

