

FAQs – Epworth Summit 2020 VMO Leadership Program

The following is designed to assist Epworth doctors self-select for Expressions of Interest (EOIs) to the Epworth Summit VMO Leadership Program.

For more information, or to register your interest, go to epworth.org.au/VMOsummit

ABOUT THE PROGRAM

Q. What is the Epworth Summit VMO Leadership Program?

The Epworth Summit VMO Leadership Program is an accredited 12-month leadership program being offered to a select group of 24 Epworth doctors, following a call for EOIs. It has been custom designed for Epworth by the Monash Business School. The program culminates in the award of an Executive Graduate Certificate of Business from Monash University.

The format of the program is a series of four residentials, including an overseas component at a world renowned institution, a series of masterclasses and a group project.

Q. Why is Epworth offering this program?

Epworth recognises the important role VMOs and employed doctors play in shaping the future of Epworth. Through the support of the Epworth Medical Foundation (EMF), this program has been developed to foster the brightest talent, sharpest minds and those who embody our values, and provide them with a unique professional development opportunity. By applying new knowledge, skills, insights, tools and frameworks, participants will be equipped to support Epworth to stay at the leading edge of healthcare.

Q. Who is eligible?

You are eligible if you can demonstrate you:

- > have been a specialist for more than five years
- > have been practicing at Epworth more than two years
- > are already living the Epworth values
- > are able and willing to commit to all the dates
- > are able and willing to commit to completing requirements to earn the Monash Executive Graduate Certificate of Business

- > have good team skills
- > want to be a catalyst for change and
- > have passion and motivation for personal professional development.

Q. How do I know if this is for me?

If you meet the above criteria, we encourage you to apply, addressing the following:

- > your demonstrated commitment to Epworth
- > your reasons for wanting to participate in the program
- > the benefits you expect to gain from completing the program
- > the benefits you expect for Epworth from you completing the program
- > your leadership style and
- > the contribution you think you will make to the participant group.

Q. What will I get out of the program?

Through participation you will:

- > build upon and expand your leadership skills, with a fresh outlook and new ideas
- > explore the latest on innovation, entrepreneurship, culture, change management and leadership in healthcare
- > enhance your capability in innovation and strategic thinking
- > acquire new knowledge, skills, insights, tools and frameworks that you can immediately apply
- > understand the impact you have on organisational dynamics and culture and
- > increase your professional network and impact at Epworth.



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GOVERNANCE AND COSTS

Q. Who is overseeing this program?

The program and the application and selection process are being overseen by a steering committee led by Assoc Prof Luis Prado, CMO and Executive Director, Academic and Medical Services. The steering committee is comprised of executives and senior staff in Academic and Medical Services, EMF and People and Culture.

Q. Who is responsible for selection of participants?

Selection is a rigorous process involving input from both the steering committee and site executives.

Q. How will selection be conducted?

Each application will be assessed and considered through a comprehensive process involving executive directors and the steering committee, followed by panel interviews then final selection of the 24 cohort participants.

Successful applicants will be announced in early October.

Q. How important is diversity to the selection process?

Diversity will play a key role in selection. The committee is looking to create a cohort rich in diversity of gender, age, experience, style and background.

Q. How much will it cost to participate?

The program has been funded by generous donations through EMF and Epworth. Program tuition and accommodation is fully covered. Participants will be asked to cover international flights, airport transfers, some meals while overseas and other discretionary or extracurricular activities.

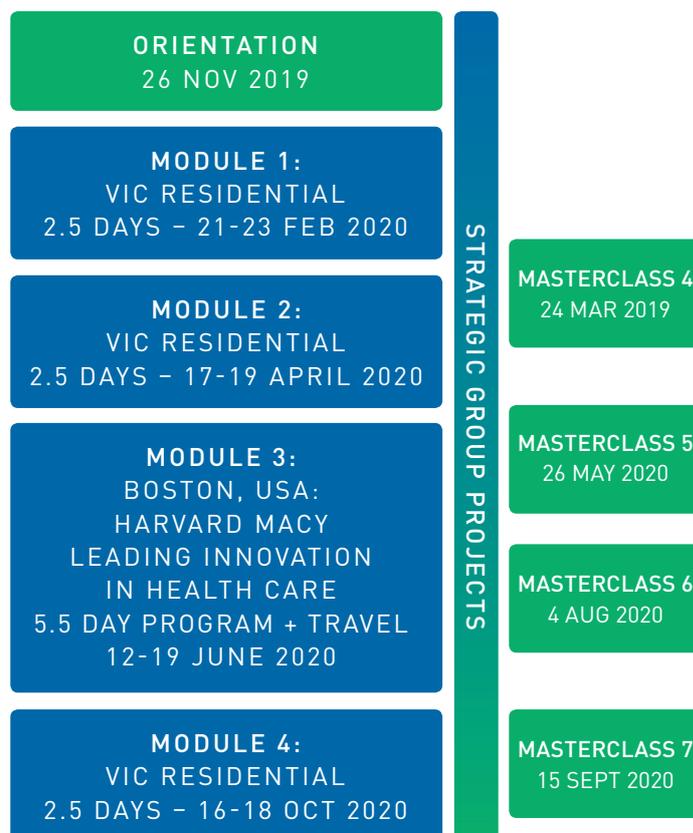
STRUCTURE OF THE PROGRAM

Q. What is the structure of the program?

The program commences with orientation in late November 2019, with the bulk of the program running from January to October 2020. The program includes:

- > participation in three residential modules (Friday to half day Sunday) in Melbourne surrounds
- > a five and a half day module at the lauded Harvard Macy Institute's Leading Innovations in Health Care and Education in Boston, U.S.
- > four evening masterclasses over six months and
- > strategic group projects.

PROGRAM STRUCTURE



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Q. What is the mix of theory and action/discussion?

The program design is based on an experiential, practice-based model of learning and integration. In the classroom at both Monash Business School and Harvard Macy Institute, as well as in project work, the program will combine the latest findings and insights of academic staff combined with the hard-won experience of executives, practitioners and business leaders. There are readings and lectures, along with ample opportunities for discussion and exploration, and hands-on application. There are no written exams. Instead, there are reflective exercises following key learning events and strategic group project work.

Q. How relevant or ‘real world’ will project work be?

The group projects that are part of the coursework will be selected by Epworth for relevance and application. At Harvard Macy Institute, there is also an opportunity for individual projects to be presented for feedback and stress testing by the cohort.

Q. How much business knowledge do I need?

Business concepts will be made accessible and relatable to a healthcare audience with opportunities for participants to explore how they can apply them to their work environment. While content is focused primarily on innovation, design thinking (designing with the user at the centre), disruption, culture and leadership, looking at healthcare through a business lens helps bring a new mindset and strategies to current problems and challenges. Monash Business School helps bring this fresh perspective. Traditional business subjects such as accounting and finance are not part of the curriculum.

Q. Are masterclasses always in the evening?

Yes. Dates will be set for Tuesday evenings around March, May, August and September 2020. The general structure will be a 6pm arrival for a 6.30pm start, and will finish about 8.30pm. Drinks and canapes or a meal will be served.

TIME COMMITMENT

Q. How much time is involved?

The core program involves the following time commitment:

- > participation in three residential modules in Melbourne surrounds at the Yarra Valley Lodge (two and a half days each over weekends - all day Friday and Saturday, finishing at lunch on Sundays)
- > a module at the lauded Harvard Macy Institute’s Leading Innovations in Health Care and Education in Boston, U.S. (five and a half days from Sunday to Friday lunch, plus travel time)
- > attendance at four masterclasses (two to three hours each during evenings plus a written reflection) and
- > strategic group project work.

It is anticipated participants will need to dedicate around five hours per week on average over the duration of the course.

There will a spike in time commitment around the four residential. In the period leading up to residential, there will be pre-reading and some written reflection on the pre-reading. After a residential, activity will subside and take on a more moderate tempo.

The largest single time commitment will be the Harvard Macy Institute program in Boston in June 2020. The CEO and CMO will be joining the cohort in Boston on the Saturday for a celebratory experience and dinner, so participants will need to arrive by Friday night.

Q. What assessments are involved?

There are no written exams. Instead, there are reflective exercises following key learning events and strategic group project work. Full attendance at all key learning events is also required.



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Q. Can I make up a missed session?

We understand time commitments can be difficult when juggling family and other commitments, however it is important participants are committed to attend all sessions. Absence due to unanticipated and extenuating circumstance will be assessed at an individual level if and when these arise.

APPLICATIONS

Q. What are the key dates for Expressions of Interest (EOIs)?

- > Monday 8 July – EOIs open
- > Thursday 5 September – EOIs close
- > Friday 6 September to Friday 20 September – selection and
- > by early October – cohort will be announced.

Q. How do I register interest?

For more information and to submit your EOI, go to epworth.org.au/VMOSummit

Q. Who do I contact for more information?

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