



Management Action Programme (MAP)

WHAT IS THE MANAGEMENT ACTION PROGRAMME?

The Management Action Programme (MAP) is an action learning development programme for those in management / leadership roles in New Zealand health industry.

WHO IS MAP FOR?

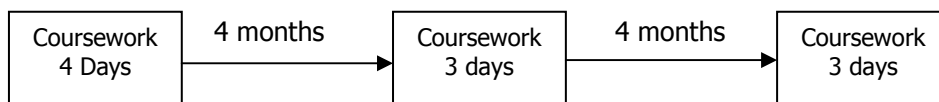
MAP is for District Health Board, Ministry of Health and other health sector managers/leaders who wish to enhance and consolidate their performance in their current role.

Applicants will be enthusiastic and want to make a difference in how health care is managed. They will be interested in developing their staff and in contributing more broadly to their organisation.

Applicants will be keen to build local, regional and national networks in the health industry and perhaps across the wider public sector as it impacts on health. Organisations are encouraged to send several people to the same MAP programme to further enhance the benefits.

PROGRAMME DESIGN

MAP lasts for eight months and involves three pieces of coursework of four, three and three days conducted four months apart. A key feature of MAP is the successful completion of a project that provides an opportunity to demonstrate new skills and to provide a return on investment to the organisation. The project may be a part of the job or may be from outside the participant's area. Projects can be done individually or in small groups.



The focus of the coursework in MAP will be on operational and strategic leadership/management. MAP aims to improve management capabilities, hone existing skills and build networks across health sector organisations. The first four days will include material on being strategic, project management, organisational diagnosis, personal development and managing groups. Subsequent coursework will be developed jointly by participants and the Staff Team.

During MAP each participant will be a member of a Learning Set which is a group of five to seven people who support each other in project work and assist each other with their development generally.

Each participant also identifies five staff or colleagues in their own organisation as a Cascade Group to whom the participant passes on the knowledge and skills they gain through MAP. Participants may also involve their cascade group in their project. The Cascade Group spreads the benefit of MAP as well as developing the coaching skills of the participants.

MAP is conducted on a regional basis so that participants can build local networks and perhaps work on projects of common interest. At the conclusion MAP participants can move

into the Ongoing Development Process as part of the overall Leadership and Management Programme (LAMP).

STAFF TEAM

The Staff Team for MAP have broad experience in the health industry and in action learning leadership and management development programmes. They may be joined by current senior managers, who will provide guest sessions.

The staff team for each MAP is drawn from the LAMP staff team and who are:

Brian Lewis

Brian is the overall project director for LAMP. He specialises in organisation development and leadership and management development. He is a Director of Management Consortium who design and deliver LAMP for the New Zealand Health Sector.

Brian was the managing director of the Health Services Management Development Unit in New Zealand. He has worked closely with Hospital Boards, Area Health Boards, Crown Health Enterprises, Regional Health Authorities, the Health Funding Authority, Hospital and Health Services, the Department/Ministry of Health and a range of other clients in the New Zealand health sector and in other countries.

Brian is also on the staff team for the Top Management Programme.

Gillian Biscoe

Gillian's career has included time as a clinical nurse, nurse manager, hospital chief executive, health policy developer, deputy director-general in the New Zealand Department of Health from 1988-91, Secretary of ACT Health and Secretary of the Tasmanian Department of Community and Health Services.

Over the last six years she has consulted in over 40 countries in the areas of leadership development, policy analysis, workforce redesign and health system reform. Her clients include the private sector, NGO sector, governments, the World Health Organisation, Asian Development Bank and various aid agencies.

Gillian is also on the staff team for the Health Systems and Management for Clinicians Programme.

Jane Bryson

Jane started her career at the State Services Commission before moving into consulting work in New Zealand and Britain. She was General Manager of Management Consortium (New Zealand). She is a senior lecturer in Human Resource Management at Victoria University of Wellington and combines this with her consulting activity.

Jane has a masters degree in organisational psychology and a doctorate which examined the comparison between professional and managerial ethics in the health sector. She has consulted widely in the health sector.

Jane also contributes to other LAMP programmes in her areas of specialist expertise.

APPLICATIONS

Intending applicants should complete the Application Form:

- DHB applicants must have their application approved by their manager and endorsed by their CEO.
- Health sector applicants who are not employed in a DHB need the support of their own organisation and the endorsement of the local DHB CEO. Contact TDHB HR Department to discuss your interest in participating.

KEY DATES

The first coursework will be from:	8 – 11 August 2005
Further coursework will be in:	28 – 30 November 2005 & 3 – 5 May 2006

FURTHER INFORMATION

Further information about MAP is available from TDHB HR Department.

DHB Chief Executives have identified leadership development as a priority for the health sector and see the LMAMP suite of programmes as a key vehicle in developing the sector's leadership capability.