

Mental Health Managers Coaching - Expression of Interest Guidelines

Hunter New England and Central Coast Primary Health Network (PHN) are offering Mental Health Service Managers an opportunity to undertake Individual Leadership Professional Coaching delivered by Capstan Partners. This coaching is designed to assist managers to develop solutions focused thinking capabilities and become more effective in overcoming everyday challenges at a time of extreme fatigue, complexity, vulnerability, and uncertainty. An individual 360 leadership assessment and debrief, together with regular coaching sessions, will offer a psychologically safe accountability for sustainable behaviour change.

Leadership coaching skills have been effective in boosting the performance of individuals, teams and organisations. Coaching approaches can support wellbeing, address burn-out and potentially improve quality and safety of care.

About the Coaching

A consultant, Capstan Partners, has been engaged to facilitate and provide ten (10) Individual Leadership Professional Coaching positions to be offered to PHN commissioned services Mental Health Service Managers. Coaching is conducted via a virtual platform to enable broad accessibility.

Individual Professional Coaching includes a Hogan 360 Leadership assessment, and ninety (90) minutes debrief. Six (6) 45-minute individual professional coaching sessions scheduled at 3-week intervals will be provided virtually and in confidence. Participants will agree to pre and post program evaluations. The consultant will make available the coaching sessions between 7.30am to 6.00pm Monday to Thursday and 7.30am to 1.00pm on Fridays. A Saturday option may be available based on individual circumstances.

A Leadership Coaching Program Information Webinar (30 minutes) will be conducted at 12.30pm on the 13th of May 2024. Please refer to the PHN website for more details.

All interested managers are invited to attend this webinar. Capstan Partners Director, Rita Holland, will explain how the program works, what to expect and answer any questions. The webinar will be recorded and made available to those unable to attend.

How to apply

The Expression of Interest (EOI) for the 10 Mental Health Managers Coaching places will be managed through the online grants portal, SmartyGrants.

Managers from eligible PHN mental health commissioned providers can apply by completing the application form.

Managers and leaders are defined as managers or those in leadership roles within mental health programs commissioned by the PHN who directly manage **a minimum of 2 people**.

Permission must be given to share personal contact details with the training provider exclusively for the use of participating in the training.

Applications close on **24th May 2024 at 5.00pm** but may be extended at the PHN's discretion.

Applicants must be available to undertake the training which will take place during June 2024 to December 2024 and comprise of the following components:

- Hogan 360 Leadership assessment and 90 minutes debrief
- Six (6) 45-minute confidential, virtual, professional coaching sessions scheduled at 3-week intervals.

Terms and Conditions

Eligibility –

An application is not a guarantee of receiving a coaching position.

Applications will be assessed based on eligibility and the responses to the application questions and places offered to the top 10 applicants.

If a successful applicant is unable to attend the training, the applicant must contact the PHN immediately. Substitutes that are not authorised will not be eligible to attend training.

Applicants may withdraw from the training with prior notice. The position will then be re-allocated to the next eligible applicant on the waitlist.

Applicants will be issued a Letter of Agreement outlining the terms and conditions of the training.

Applicants must agree for their details to be supplied to the training provider to allow contact for enrolment purposes.

Ineligible:

Applicants intending to change roles or leave their position within the next 12 months.

Applicants from organisations other than the PHN commissioned mental health services.

Applicants who do not manage or provide leadership to staff in provision of mental health services.

Applicants from outside of the PHN area.

Applicants deemed not eligible by the PHN.

Previous grant recipients are eligible only if they have fully complied with any previous PHN funding contract commitments including reporting and acquittal requirements.

Discontinuation of the course

If an applicant awarded a training position fails to attend the course or discontinues the course without prior notice, the applicant may be required to reimburse the full amount of cost of the course to the PHN. If personal or exceptional circumstances prevent an applicant from starting or completing the course within the designated time limit, they are to discuss options with the PHN.

If you have any questions regarding the training, please contact the PHN Grants team on grants@thephn.com.au.