

HEALTH EMERGING LEADERSHIP PROGRAM (HELP)



Partnering for Sustainable Health and Aged Care Solutions in Regional Australia

THE PROGRAM

INTRODUCTION

STATIM

Leadership in health and aged care isn't one-size-fits-all. Today's hospitals and community care settings need leaders - clinical and non-clinical - who can think critically, lead others with empathy, and drive transformation, all while keeping care at the heart of their work.

The STATIM Hospital Leadership Program, is a tiered development journey designed to nurture leadership capability from frontline to executive level. This initiative integrates world-class diagnostic and coaching tools with real-world, operational impact.

Whether supporting first-time leaders stepping into team roles or preparing senior executives to guide hospital-wide reform, the program delivers a structured, evaluated and outcomesfocused pathway aligned to the Strengthened Aged Care Quality Standards and National Safety and Quality Health Service Standards.

PROGRAM STRUCTURE

Our tiered leadership journey is built around three progressive levels:

1. Step Into Leadership (ANUMs & First-Time Leaders)

Build foundational leadership skills and confidence:

- Transition from peer to leader.
- Develop skills in feedback, communication, delegation, and navigating frontline challenges.
- Foster resilience and emotional intelligence.

Delivery:

- Day 1: Leading Self (Mindset, Stress, EI)
- Day 2: Leading Others (Feedback, Conflict)
- Day 3: Leading in Practice (Delegation, Change)

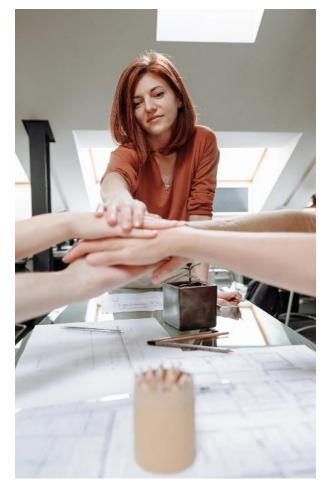
2. Lead with Influence (NUMs & Department Leaders)

Strengthen strategic clarity and team leadership:

- Influence across nursing, allied health, and medical domains.
- Lead cultural change and resolve performance challenges.
- Align ward operations with broader hospital goals.

Deliverv:

- Day 1: Strategic Influence (Stakeholders, Coaching)
- Day 2: Team Culture (Accountability, Rituals)







Day 3: Operational Impact (Innovation, Alignment)

3. Transform the Future (DONs, GMs & Executives)

Empower strategic thinkers and change-makers:

- Master system-level leadership and transformation. •
- Engage boards and external stakeholders.
- Shape future-focused, sustainable healthcare leadership legacies.

Delivery:

- Day 1: Adaptive Leadership (Systems Thinking)
- Day 2: Power & Politics (Executive Communication)
- Day 3: Legacy & Growth (Succession, Crisis Leadership)

PROGRAM FEATURES

- Three full-day interactive workshops per tier.
- **Interim tutorials and peer forums** between sessions to embed learning. •
- Capstone project that delivers real ROI—operational or clinical initiatives presented to leadership.
- Leadership diagnostics including Extended DISC® and Zenger Folkman 360 assessments.
- **Individual and group coaching** for accountability and deeper growth.
- Workplace-based projects aligned to service goals.

EVALUATION & IMPACT

Each participant and facility receives:

- A leadership capability snapshot with pre- and post-program diagnostics.
- Team Management Profiles (TMPs) and SWOT analysis.
- Progress reports for workforce planning and succession tracking.
- Evidence of integration of leadership behaviours in the workplace.
- CPD-recognised certification and leadership portfolio upon graduation.

WHY STATIM? AND WHAT SETS THESE PROGRAMS APART?

STATIM is a trusted partner in regional healthcare transformation, known for delivering integrated workforce and leadership solutions that drive operational, clinical, and strategic impact.

Our values - Strong Relationships, Trust, Authenticity, Team, Integrity, Mentorship - anchor everything we do. With the STATIM Health Emerging Leadership Program, facilities gain access to a leadership pipeline that is equipped, evaluated, and ready to elevate health service delivery across Australia.

The HELP tiers are:

- Designed specifically for the complexities of healthcare leadership
- Blended learning: workshops, coaching, real-world projects
- Programs are delivered over six months and include: •
 - 3 full-day leadership workshops





- Leadership diagnostics and evaluation to ensure a data-driven approach (Extended DISC and Zenger Folkman, see below)
- 1:1 and group coaching
- Workplace-based leadership project
- Aligned to the Strengthened ACQSC and NSQHS quality standards
- Enables workforce planning, succession, and talent development

HEARING FROM PAST PARTICIPANTS

"This wasn't just a course - it changed how I lead, how I listen, and how I show up every day." - Clinical Nurse Unit Manager, Regional Qld Hospital

"The coaching and capstone helped me bring my team's idea to life - and it saved the hospital over \$60,000."

- Nurse Director, Aged Care Facility (Regional Qld)

NEXT STEPS

1. Program Planning

- a. Consult with executive leaders to define priorities.
- b. Identify cohorts (up to 25 participants per site).
- c. Select appropriate tier(s) and sequence.

2. Program Launch

- a. Deliver orientation and diagnostic tools.
- b. Confirm goals and tailor workshop content to local context.

3. Workshops & Coaching

- a. Run interactive learning sessions over a 3 day period.
- b. These sessions can be negotiated to be over a longer period with time between to schedule coaching and tutorials between sessions.

4. Capstone & Graduation

- a. Present capstone projects to leadership.
- b. Celebrate program completion with certification and workforce integration support.







ABOUT US

STATIM is a Queensland-based healthcare solutions provider dedicated to enhancing the liveability and wellbeing of regional and rural communities. We specialise in delivering integrated workforce, operational, and strategic support to health and aged care providers across Australia.

Our mission is to foster sustainable, community-focused healthcare by addressing systemic challenges such as workforce shortages, clinical governance complexities, and infrastructure limitations. We collaborate closely with clinicians, facilities, and government entities to co-design practical, scalable solutions that are responsive to the unique needs of regional settings.

OUR PILLARS OF CAPABILITY:

- 1. Workforce
- 2. Advisory
- 3. Technology
- 4. Infrastructure

OUR CORE VALUES:

- **Strong Relationships:** Building lasting partnerships with clinicians, facility partners, and communities to ensure a supportive and collaborative environment.
- **Trust:** Upholding the highest ethical standards and acting in the best interests of our partners through transparent and reliable service.
- **Authenticity**: Fostering trust and openness by addressing needs with empathy and compassion.
- **Teamwork:** Recognising the collective efforts needed to deliver exceptional healthcare solutions.
- **Integrity:** Committing to ethical practices and honesty, ensuring that business and wellbeing are in trusted hands.
- **Mentorship:** Nurturing a culture of continuous learning and growth, empowering clinicians to excel in patient care and become future leaders in healthcare.





OUR PEOPLE



William Mundt DIRECTOR

Regional Clinical Strategy & Leadership



Jaden Frame DIRFCTOR Regional Health Investment & Strategy



Kathryn Frame DIRECTOR ALLIED HEALTH

Allied health Leadership & Mentoring



Suzanne Waldron **CLINICAL OPERATIONS** MANAGER

Health Finance & Admin Leadership



Bek Turner CLINICAL OPERATIONS MANAGER

Rural & Aged Care Nursing Consultant



Elissa Turner FINANCE MANAGER

Health Finance & Bookkeeping









STATIM offers premium and flexible healthcare workforce solutions, ensuring that facilities have access to skilled professionals when and where they are needed.

We support facilities by:

- Providing workforce solutions on an **ad hoc and contracted** basis
- Prioritising **quality control:** credentialing, mandatory training, and health & wellness packages exceed all our competitors
- \$0 recruitment fees if staff translate to permanency

Key Services:

- **Micro-credentialing Program:** A zero-cost pipeline to develop Assistants in Nursing (AINs) ready to integrate into facilities. Over 6–8 weeks, candidates receive blended training and mentored clinical shifts within host facilities, who have first option to onboard following program (again at **NO COST**).
- Mentor Accelerated Program (MAP): A 12-week initiative that fast-tracks the development of early-career Enrolled Nurses (ENs) and Registered Nurses (RNs) through high-impact clinical mentorship and structured capability building.
- **RN Upskilling Program:** A focused, targeted training initiative designed to elevate the clinical, operational, and leadership capabilities of aged care nurses,



aligning with the Strengthened Aged Care Quality Standards. A blend of theory and mentorship to site processes.

• Health Emerging Leaders Program (HELP): A targeted leadership development initiative for emerging clinical and operational leaders in aged care and healthcare.







Our Advisory pillar delivers strategic consultative services to address complex health system challenges. We specialise in:

- **Clinical Gap Analysis:** Conducting site-based audits to identify areas for improvement.
- **Policy and Procedure Mapping:** Harmonising policies and procedures, including version control and documentation governance.
- Clinical Care Pathway Projects: Standardising care practices to improve resident outcomes in Residential Aged Care Facilities.
- **Community Engagement:** Facilitating consultations to ensure community needs are met.
- Service Model Redesign: Strategic review and reconfiguration of care delivery models to maximise clinical quality, staff capability, and financial efficiency. This includes aligning service structures with resident acuity, staffing ratios, funding models, and facility workflows to support safe, scalable, and economically sustainable operations. Our focus is on enabling teams to deliver



exceptional care within available resources - without compromising governance or quality.

• **Investment Assessment:** Guiding health infrastructure development through comprehensive reviews of facility P&L statements, funding models, and operational efficiencies.



Our Tech pillar drives digital enablement and innovation. STATIM delivers three highimpact services in this area - Talius SmartCare, Predictive Analytics & Resource Optimisation, and the STATIM Score - each designed to solve critical challenges across compliance, funding, and system resilience. Together, they enable aged care and health services to plan smarter, operate more efficiently, and deliver better care.

1) Talius SmartCare Platform – Enabling Compliance and Operational Excellence





Talius consolidates real-time data from disparate systems - nurse call, fall detection, observation equipment, RFID sensors, environmental sensors - into one centralised "facility dashboard". This allows frontline and management teams to gain instant visibility into patient and resident events, automate compliance documentation, and reduce manual oversight.

Benefits:

- Automates compliance-relevant data collection and reporting.
- Improves staff response times and reduces risk exposure.
- Supports Strengthened Aged Care Quality Standards and National Safety and Quality Health Service Standards through centralised event logs.

Integrates with existing

- 8
- technologies to extend operational oversight and reduce capital expense.

2) Predictive Analytics and Resource Optimisation – Enhancing Funding and Clinical

STATIM collaborates with leading AI developers to bring predictive modelling and data science to frontline care. These tools analyse trends across documentation quality, workforce patterns, and clinical outputs to help services unlock new efficiencies, reduce compliance risk, and enhance care delivery.

Applications:

- Optimisation of clinical documentation and coding for AN-ACC funding.
- Predictive staffing models to forecast and prevent resource shortfalls.
- Real-time alerts and dashboards that support care pathway adherence.
- Identification of bottlenecks, duplication, or underutilised staff capacity. •

Facilities using this technology gain strategic foresight—enabling them to better manage costs while maintaining care guality and compliance.

3) STATIM Score – A System-Wide Sustainability Index for Regional Health

The STATIM Score is a flagship tool developed to help governments, PHNs, and aged care providers understand and improve the long-term sustainability of regional health systems. It is a multidimensional index that measures resilience and readiness across seven core domains:

- 1. **Demographic** Population trends, care complexity, and service demand.
- 2. **Clinical** Chronic disease burden, care accessibility, and pathway integrity.
- 3. Workforce Availability, skill mix, isolation risk, and retention outlook.
- 4. Economic Service viability, funding flow, and contribution to local economies.





- 5. Education Training pipelines and workforce development readiness.
- 6. **Community** Local engagement, intergenerational programs, and alignment of services with lived experience.
- 7. Social Inclusion, isolation risk, and meaningful aging measures.

The STATIM Score is delivered via an interactive dashboard, enabling users to explore system performance by region, compare sustainability levels, and drill down into high-impact data sets. It blends quantitative data with qualitative insights from community and stakeholder consultation.

Why it matters:

- Identifies gaps and vulnerabilities in regional aged care ecosystems.
- Equips decision-makers with targeted insights for reform and funding allocation.
- Supports localised, future-focused planning backed by real-world metrics.
- Encourages collaboration between government, providers, and community stakeholders.

STATIM continues to invest in the refinement and expansion of the Score as a national infrastructure tool for regional health and aged care transformation.



Our Infrastructure pillar ensures that the built environment in rural and regional health settings is fit-for-purpose, forward-looking, and responsive to the evolving needs of healthcare delivery. We assess and plan physical infrastructure through a clinical and strategic lens - ensuring it supports modern care standards, innovative service models, and long-term sustainability.

Key Services:

- Infrastructure Assessments: We conduct detailed evaluations of existing health and aged care facilities to determine their readiness to meet contemporary care standards. Our assessments consider safety, compliance, spatial efficiency, clinical functionality, and alignment with current and future service needs such as integrated care, palliative delivery, or dementia-specific environments.
- Facility Planning & Reconfiguration: We partner with providers to design or reconfigure physical spaces that enable innovative models of care, including subacute step-down units, multipurpose service hubs, and community-integrated care models. Our planning process is clinically informed, resident-focused, and operationally realistic ensuring facilities are not only modernised but primed for efficient and high-quality service delivery.
- **Capital Pathway Partnerships:** STATIM has established access to a select group of aligned private investors who are seeking to back high-impact healthcare infrastructure projects. For facilities seeking to expand, re-develop, or re-purpose their built environment, we can facilitate introductions and support business case development to unlock investment and long-term sustainability.





Whether it's aligning your facility with the 2025 Strengthened Aged Care Quality Standards, supporting a new model of care, or securing financial backing for growth, STATIM's infrastructure capability ensures your organisation is structurally positioned for the future of rural and regional health.

CONTACT US

For more information or to discuss how STATIM can support your healthcare facility, please contact us:

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