



2024 CPD Short Course Program

*The Royal Australasian College
of Medical Administrators*



The 2024 program has been specifically designed to enhance the knowledge and skills of medical professionals like you, who are leading and managing healthcare organisations and teams. With the new CPD frameworks in Australia and New Zealand, RACMA feels it is important to support our members by providing high calibre programs to support your professional development.

Presenters



Mr Mark Bramwell



Mark launched Bramwell Solutions in 2007, with the mission to inspire people to realise their full potential, and to help organisations build high-performing and engaged teams.

Bramwell Solutions represents the culmination of over two decades of study in human behaviour, research and practical experience. This has included

the design and delivery of organisational development initiatives for an extensive range of clients.

Professor Erwin Loh



Professor Erwin Loh is President Elect of the Royal Australasian College of Medical Administrators and Chief Medical Officer at Goulburn Valley Health. Prior to that, he was national Chief Medical Officer and Group General Manager Clinical Governance for St Vincent's Health Australia, the nation's largest not-for-profit health and aged care provider.

He is Professor at Monash University, where he leads the Clinical Leadership and Management Unit at the Monash Centre for Health Research and Implementation. He is Honorary Clinical Professor with the title of Professor at the Department of Medical Education, University of Melbourne. He is Honorary Professor at Macquarie University at the Centre for Health Systems and Safety Research.

He teaches and carries out research in health law, health management and clinical leadership. He has been an invited speaker at local and international conferences, published on health law, medical management, and health technology, and is a member of the Association of Professional Futurists, with an interest in medical futurology.

He received the Distinguished Fellow Award from RACMA in 2017 for "commitment to governance, research and publication".

Presenters

Dr Paul Long



Dr Paul Long is an experienced senior health sector consultant and academic specialising in organisational systems and behaviour change, positive workplace culture, executive and leadership development, team interventions, and organisational development solutions.

In addition to his work with organisations, Paul is the author of 3 books on clinical leadership, and many high profile reports and academic papers, on systems approaches to improving the safety and quality of health care through cultural change, leadership and engagement.

Professor Danny Samson



Danny has been professor of Management since 1986, before which he worked as an engineer. He has published a dozen books and 150 research articles, on topics ranging from operational management, strategic management, leadership, innovation and technology management, and decision sciences.

He has advised senior executives in a range of industries, from health, banking, automotive, insurance to mining. He served as Head of Department and Associate Dean.

He has been a member of boards, including TAC. He designed and led multiple programs at the University including Master of Enterprise, Master of Supply Chain Management, Professional Certificate in Health Systems Management. Danny is one of Australia's most experienced executive educators.

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Mark Bramwell

Program Overview

Engage to Perform

Professor Erwin Loh & Dr Paul Long

15/03/2024 9:00am to 5:00pm

In person in Melbourne

Karstens Melbourne 123 Queen Street

Member Rate: \$1,529

Non- Member Rate: \$1,782



Learning Outcomes

1. 5 key steps for optimising and sustaining your potential
 2. Strategies to engage and work with other colleagues in service improvement
 3. Fresh perspectives and tangible action plans for taking charge and inspiring leadership throughout your organisation
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Assertive Communications

Mr Mark Bramwell

22/03/2024 9:00am to 5:00pm

In person in Melbourne

Karstens Melbourne 123 Queen Street

Member Rate: \$1,210

Non- Member Rate: \$1,452



Learning Outcomes

1. Communicate with a heightened degree of self-awareness to become an expert influencer
2. Demonstrate assertive communication techniques founded on a collaborative perspective
3. Clearly articulate expectations, needs and required outcome in a constructive manner.

Program Overview

Core Leadership Principles and Improvement Principles/Drivers in Health

Professor Danny Samson

11/04/2024 9:00am to 5:00pm

In person in Melbourne
Karstens Melbourne 123 Queen Street

Member Rate: \$1,485

Non- Member Rate: \$1,782



Learning Outcomes

1. An inventory of the key traits of effective Health Services leaders
 2. A self-audit of personal strengths/ opportunities for improvement of leadership traits
 3. Knowledge of how effective leadership and health service performance are related
 4. Understanding of the key organisational principles that drive 'business improvement' in health services
 5. An audit of how well their health service measures up against core 'excellence' principles
 6. Use of the 'audit information to develop an improvement strategy
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Sustainability and ESG (Environment, Social, Governance) in Health

Professor Danny Samson

12/04/2024 9:00am to 5:00pm

In person in Melbourne
Karstens Melbourne 123 Queen Street

Member Rate: \$1,485

Non- Member Rate: \$1,782



Learning Outcomes

1. Conceptual and practical understanding of how health services can contribute to sustainable outcomes and ESG
2. Knowledge of macro-trends and events in the domain of sustainability/ ESG
3. Evaluation of their health service using a practical and powerful ESG framework
4. Identification and formulation of an ESG improvement plan for their health service

All rates are GST inclusive and in Australian Dollars

Foundations of Systems Thinking

Dr Paul Long

19/04/2024 10:00am to 1:00pm

Online via Zoom

Member Rate: \$742.50

Non- Member Rate: \$891



Learning Outcomes

1. Understand the relationship between structures and behaviour
2. Critically evaluate where and how services can be improved, working individually or as part of a team.
3. Evaluate the approaches to learning, discovery, or problem-solving by experimental and trial-and-error methods.
4. Examine exploratory problem-solving techniques that utilize self-educating techniques.

Reducing Meeting Overload

Dr Paul Long

03/05/2024 10:00am to 11:00am

Online via Zoom

Member Rate: \$478.50

Non- Member Rate: \$544.50



Learning Outcomes

1. Understand how to avoid dysfunctional meeting behaviours and reduce meeting fatigue
2. Gain free time for creativity and thinking
3. Learn how to get more done with fewer meetings

Program Overview

Decision Making for Health Leaders

Professor Danny Samson

30/05/2024 9:00am to 5:00pm

In person in Sydney

Karstens Sydney Level 1, 111 Harrington Street

Member Rate: \$1,485

Non- Member Rate: \$1,782



Learning Outcomes

1. Appreciation of complexity in organisational decision making
 2. Focus on decision-making under uncertainty
 3. Development and use of 'decision tree' tools
 4. Knowledge of risk aversion attitude and ability to account for it
 5. Decisions with multiple conflicting objectives (rate and weight technique)
 6. Ability to create decision structuring in healthcare settings
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Managing Innovation in Healthcare

Professor Danny Samson

31/05/2024 9:00am to 5:00pm

In person in Sydney

Karstens Sydney Level 1, 111 Harrington Street

Member Rate: \$1,485

Non- Member Rate: \$1,782



Learning Outcomes

1. Knowledge of the benefits, costs and risks of innovation, in healthcare
2. Understanding of the challenges of moving from invention and ideation to scaled up innovation
3. Ability to apply the eight key tests of innovation to your specific ideas
4. Knowledge and ability to assess the elements of a health system's innovation capability
5. Assessment of your health system's innovation capability
6. Innovation capability development planning for your healthcare organisation

All rates are GST inclusive and in Australian Dollars

Managing Organisational Change and Projects in Health

Professor Danny Samson

27/06/2024 9:00am to 5:00pm

In person in Sydney

Karstens Sydney Level 1, 111 Harrington Street

Member Rate: \$1,485

Non- Member Rate: \$1,782



Learning Outcomes

1. Understanding of the challenges and need for structured approaches to managing change initiatives
2. Appreciation of project management as an approach to organising change, improvement and innovation in healthcare settings
3. Knowledge of different types of changes and projects and their management
4. Overview of tools and techniques of change management and project management
5. Leader's perspectives and capabilities in healthcare change
6. Appreciation of change management complexities, barriers and success

Managerial Practices of High Performing Health Services

Professor Danny Samson

28/06/2024 9:00am to 5:00pm

In person in Sydney

Karstens Sydney Level 1, 111 Harrington Street

Member Rate: \$1,485

Non- Member Rate: \$1,782



Learning Outcomes

1. An appreciation of the core concepts of 'operational management' of systems/ processes
2. Understanding of how clinical governance applies to safety and quality/ service
3. Knowledge of the key drivers of patient satisfaction
4. Clear familiarity with the elements of 'best practices', required to be applied to improve health services performance
5. Evaluation of their health service using the world's best 'Business Excellence' Framework specifically designed for Health Services

All rates are GST inclusive and in Australian Dollars

Program Overview

Authentic Leadership

Mr Mark Bramwell

05/07/2024 9:00am to 5:00pm

In person in Melbourne
Karstens Melbourne 123 Queen Street

Member Rate: \$1,210

Non- Member Rate: \$1,452



Learning Outcomes

1. Adopt a highly individualised and targeted approach to leadership that builds trust and authenticity with followers
2. Underpin the creation of high functioning teams and positive workplace cultures.

Engage to Perform

Professor Erwin Loh & Dr Paul Long

12/07/2024 9:00am to 5:00pm

In person in Sydney
Karstens Sydney Level 1, 111 Harrington Street

Member Rate: \$1,529

Non- Member Rate: \$1,782



Learning Outcomes

1. 5 key steps for optimising and sustaining your potential
2. Strategies to engage and work with other colleagues in service improvement
3. Fresh perspectives and tangible action plans for taking charge and inspiring leadership throughout your organisation

Decision Making for Health Leaders

Professor Danny Samson

18/07/2024 9:00am to 5:00pm

In person in Melbourne

Karstens Melbourne 123 Queen Street

Member Rate: \$1,485

Non- Member Rate: \$1,782



Learning Outcomes

1. Appreciation of complexity in organisational decision making
2. Focus on decision-making under uncertainty
3. Development and use of 'decision tree' tools
4. Knowledge of risk aversion attitude and ability to account for it
5. Decisions with multiple conflicting objectives (rate and weight technique)
6. Ability to create decision structuring in healthcare settings

Managing Innovation in Healthcare

Professor Danny Samson

19/07/2024 9:00am to 5:00pm

In person in Melbourne

Karstens Melbourne 123 Queen Street

Member Rate: \$1,485

Non- Member Rate: \$1,782



Learning Outcomes

1. Knowledge of the benefits, costs and risks of innovation, in healthcare
2. Understanding of the challenges of moving from invention and ideation to scaled up innovation
3. Ability to apply the eight key tests of innovation to your specific ideas
4. Knowledge and ability to assess the elements of a health system's innovation capability
5. Assessment of your health system's innovation capability
6. Innovation capability development planning for your healthcare organisation

Program Overview

The Coaching Leader

Mr Mark Bramwell

26/07/2024 9:00am to 5:00pm

In person in Melbourne
Karstens Melbourne 123 Queen Street

Member Rate: \$1,210

Non- Member Rate: \$1,452



Learning Outcomes

1. Implement constructive and connected development conversations that foster a growth and continuous learning mindset in team members
2. Assist all team members maximise their potential.

The Coaching Leader – What is Coaching?

Mr Mark Bramwell

23/08/2024 10:00am to 11:00am

Online via Zoom

Member Rate: \$434.50

Non- Member Rate: \$495



Learning Outcomes

1. How to adopt a high-performance coaching perspective
2. How to understand the role of a coach – how to challenge, guide and motivate skill improvement.

Reducing Meeting Overload

Dr Paul Long

30/08/2024 10:00am to 11:00am

Online via Zoom

Member Rate: \$478.50

Non- Member Rate: \$544.50



Learning Outcomes

1. Understand how to avoid dysfunctional meeting behaviours and reduce meeting fatigue
 2. Gain free time for creativity and thinking
 3. Learn how to get more done with fewer meetings
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The Coaching Leader – Building a Growth Mindset and Continuous Improvement Focus

Mr Mark Bramwell 12:30pm to 1:30pm
30/08/2024

Online via Zoom

Member Rate: \$434.50

Non- Member Rate: \$495



Learning Outcomes

1. How to understand the participant's own current leadership style and how it impacts their ability to effectively coach.
2. Learn to match coaching style to the development level of subordinates

Program Overview

The Coaching Leader – Providing Constructive and Development Focused Feedback

Mr Mark Bramwell

06/09/2024 10:00am to 11:00am

Online via Zoom

Member Rate:

\$434.50

Non- Member Rate:

\$495



Learning Outcomes

1. Effective questioning and reflection to guide performance improvement
 2. Rules for providing formative feedback to improve outcomes.
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The Coaching Leader – Building and Sustaining a Coaching Culture

Mr Mark Bramwell

13/09/2024 10:00am to 11:00am

Online via Zoom

Member Rate:

\$434.50

Non- Member Rate:

\$495



Learning Outcomes

1. Understanding how to motivate and inspire improved performance across a diverse team.
2. Steps for developing high performers

Looking After Yourself

Mr Mark Bramwell

20/09/2024 10:00am to 11:00am

Online via Zoom

Member Rate: \$434.50

Non- Member Rate: \$495



Learning Outcomes

1. Developing constructive and accurate levels of internal and external self-awareness.
2. Reviewing a range of coping strategies to manage and respond to common negative mindsets and processes such as imposter syndrome, toxic positivity, and micro-stressors.

Managing Organisational Change and Projects in Health

Professor Danny Samson

26/09/2024 9:00am to 5:00pm

In person in Melbourne

Karstens Melbourne 123 Queen Street

Member Rate: \$1,485

Non- Member Rate: \$1,782



Learning Outcomes

1. Understanding of the challenges and need for structured approaches to managing change initiatives
2. Appreciation of project management as an approach to organising change, improvement and innovation in healthcare settings
3. Knowledge of different types of changes and projects and their management
4. Overview of tools and techniques of change management and project management
5. Leader's perspectives and capabilities in healthcare change
6. Appreciation of change management complexities, barriers and success factors

All rates are GST inclusive and in Australian Dollars

Program Overview

Managerial Practices of High Performing Health Services

Professor Danny Samson

25/10/2024 9:00am to 5:00pm

In person in Melbourne
Karstens Melbourne 123 Queen Street

Member Rate: \$1,485

Non- Member Rate: \$1,782



Learning Outcomes

1. An appreciation of the core concepts of 'operational management' of systems/ processes
2. Understanding of how clinical governance applies to safety and quality/ service
3. Knowledge of the key drivers of patient satisfaction
4. Clear familiarity with the elements of 'best practices', required to be applied to improve health services performance
5. Evaluation of their health service using the world's best 'Business Excellence' Framework specifically designed for Health Services

Behavioural Interviewing

Mr Mark Bramwell

15/11/2024 10:00am to 1:00pm

Online via Zoom

Member Rate: \$605

Non- Member Rate: \$726



Learning Outcomes

1. Correctly identify those traits that will underpin role success so that only relevant and insightful data is collected to support correct recruitment decisions
2. Implement an impactful behavioural interview that pushes past the rehearsed response to assess candidate suitability more effectively.

All rates are GST inclusive and in Australian Dollars

Visit and apply for the program by scanning the QR code:



Or by entering into your browser:

<https://racma.edu.au/cpd>

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