



# CHANGE AGENT NETWORK

Connecting leaders to improve  
alcohol and drug practice

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A Victorian AOD  
sector Community of  
Practice

This initiative is funded by the Victorian Government and led by Turning Point in collaboration with VAADA, the Bouverie Centre, Deakin University and Leadership Victoria.

[www.changeagentnetwork.net](http://www.changeagentnetwork.net)



# Change Agent Network

## CONNECTING LEADERS TO IMPROVE ALCOHOL AND DRUG PRACTICE

- » Are you passionate about improving practice and generating positive change in the AOD sector?
- » Are you seeking to develop and apply your leadership skills and knowledge?
- » Are you ready to strengthen your networks and collaborate with your peers to make a difference?

The Change Agent Network (CAN) is a major Department of Health Workforce Development initiative established in 2014. It was developed by Turning Point in collaboration with VAADA, the Bouverie Centre, Bendigo Community Health and Leadership Victoria and was designed to assist in the reform process across all. It is a Victorian AOD workforce development Community of Practice (CoP) uniting existing and emerging leaders who are committed to developing and sharing leadership knowledge and expertise; to sharing values and principles around collaboration and evidence-based practice; and to generating and supporting culture and practice change. The current CAN membership includes those who have recently commenced in leadership roles as well as experienced leaders from services such as community health, family services, AOD treatment services and youth services.

Roles include program managers, team leaders, and nurse managers.

Successful applicants who are admitted to CAN will be provided with peer support, development opportunities and a customised Leadership Program provided by Leadership Victoria.

## LEADERSHIP TRAINING

The Leadership Program combines guest speakers, case studies, seminars, peer collaboration and other adult learning activities, including strengthening peer relationships and disseminating learnings and perspectives through their wider professional networks (cascade program) in the areas of:

- » leadership (self, organisation, sector)
- » change management
- » networking
- » collaboration
- » leading without authority
- » vision
- » ethical decision making
- » effective communication
- » influencing others and fostering goodwill, commitment & collaboration
- » building resilience

More information about Leadership Victoria can be found at:  
[www.leadershipvictoria.org](http://www.leadershipvictoria.org)

## WHAT YOU CAN EXPECT

As a CAN member you will be at the forefront of a major initiative that is central to the AOD workforce strategy in Victoria. You will be a pioneer in developing a new model of collaborative and iterative leadership development.

To achieve this, you will be expected to complete the CAN program which includes:

- » the *Leadership Program* (1 x full day and 6 x part day sessions in conjunction with the CAN CoP program) delivered by Leadership Victoria over a two year period
- » attend twelve CAN CoP Program days over two years undertaking collaborative project work
- » remotely attend teleconferences as required.

To successfully complete and graduate from the CAN program, it is a requirement that you:

- » attend a minimum of 80% of the scheduled CAN program including the Leadership Program and CAN CoP Program dates
- » actively contribute to collaborative project work across the sector including webinars and forums
- » Collaborate and support your peers and share learning
- » participate in the overall evaluation of the CAN model

## 2019 Program Dates Venue: Richmond

Leadership Program	Day 1	Tuesday 5 <sup>th</sup> February 2019
CAN and Leadership Program	Day 2	Tuesday 26 <sup>th</sup> February 2019
CAN Program	Day 3	Monday 1 <sup>st</sup> April 2019
CAN and Leadership Program	Day 4	Tuesday 4 <sup>th</sup> June 2019
CAN Program	Day 5	Monday 5 <sup>th</sup> August 2019
CAN and Leadership Program	Day 6	Tuesday 15 <sup>th</sup> October 2019
CAN Program	Day 7	Monday 2 <sup>nd</sup> December 2019

## BENEFITS TO THE PARTICIPANT, THEIR ORGANISATION AND THE AOD SECTOR

CAN provides the ultimate networking opportunity with participants drawn from a variety of roles and organisations across the AOD sector; enabling participants to connect and converse with other leaders from different perspectives and backgrounds to solve complex problems. It also provides unique leadership opportunities for experienced and emerging leaders to increase their leadership capacity and to support culture and practice change, through the emergence of shared values and commitments to improving AOD treatment and effectiveness.

### For participants, CAN will:

- » provide a greater understanding of the driving forces and motivations that are important to them in considering the question: 'How can I contribute as a leader in the AOD sector?'
- » provide ways to deploy their skills, experiences, interests and values to create positive impact in the AOD sector
- » provide a development pathway to achieve greater personal and professional fulfilment
- » provide opportunities for collaboration and networking with other fellow participants within the AOD sector
- » enable participants to build a knowledge base around leadership frameworks, change management, evidence-based practice and implementation science
- » present opportunities for the organisation to build networks and collaborate with other organisations within their catchment and the AOD sector more broadly
- » play a leading role in driving, promoting and supporting best practice within the organisation

### For the AOD sector, the ultimate benefit of CAN will be to:

- » facilitate the effective translation of evidence into best practice across AOD service delivery and treatment
- » generate a collaborative culture in AOD services which is committed to critical reflection and understands the importance of evidence-based practice
- » lead significant enhancements in clinical standards, workforce practices, client experiences and clinical outcomes in the AOD sector in Victoria
- » support the succession planning and professional development of the field and support a leadership culture based on collaboration rather than competition

## WHO SHOULD APPLY?

Only those employed in not for profit AOD organisations within Victoria will be considered.

Each participant brings to the program strengths, values and ways of looking at the world shaped by their environment and their past experiences. Successful participants need to be able to demonstrate the following:

- » a commitment to the CAN's mission, vision and goals, and being accessible and engaged during the length of the CAN program
- » a genuine interest in and desire to be effective leaders, active champions of continuous improvement and developing best practice across the AOD sector. One of the key commitments of CAN is to evidence-based practice and cross-sector collaboration and to support success and achievement within the AOD field.
- » a capacity or potential for leadership such as being able to:
  - **lead oneself** • understand your strengths and limitations and commit to reflection and improvement. Understand and display self-awareness, self-regulation, motivation, empathy, and social skills. Demonstrate integrity in your role and context, and show resilience in challenging situations.
  - **engage others** • engage others with a vision or goal and encourage others to see and accept opportunities to contribute, learn and grow. Communicate and collaborate with honesty and respect. Network within and outside the AOD sector.
  - **achieve outcomes** • commit to making a difference. Inspire and motivate others and enable energy and effort to succeed. Work with compassion to influence the quality of care and the sustainability of the AOD sector.
  - **drive innovation** • champion the need for innovation and improvement, be able to adapt to and drive change, have the vision and commitment to go beyond the status quo through passion, optimism, persistence and resilience.
  - **shape systems** • communicate AOD sector awareness and negotiate within and across health sectors to improve individual and health outcomes. Engage and partner with consumers and communities in decision-making. Promote understanding, respect and trust between different groups, professions, organisations, sectors and points of view to enable effective collaboration and enhance connectivity.

## SELECTION PROCESS

A rigorous selection process ensures the CAN membership will combine a range of skills and experience, providing representation across the AOD catchments, and will have the credentials to support and engage effectively in this process. The selection process requires applicants to show a commitment to broadening and strengthening their leadership skills, and to deploying their skills, experiences and values to create positive impact within their organisation, catchment and the AOD sector. An ongoing commitment to full participation in the CAN Community of Practice following the leadership program is required. Each person will be selected on merit and must have the support of their organisation. Priority will be given to applicants who come from catchments, areas of work or specialties not already included in the CAN membership. This will ensure the AOD sector is fairly represented across catchments and areas of work or specialties.

## COME AND JOIN US! CURRENT CAN MEMBERS:

**Shannon Bell** – Senior Manager of Clinical Programs (Uniting ReGen)

**Gillian Clark** – Dual Diagnosis Senior Clinician (Latrobe Regional Hospital)

**Donald Currie** – AOD Clinical Nurse Liaison Consultant (Albury Wodonga Health)

**Jo Driscoll** – Manager Workforce Development and Training (Youth Support and Advocacy Service)

**Sue Dunkley** – AOD Clinical Nurse Consultant (Bairnsdale Regional Health Service)

**Brendan Fitzhenry** – Manager AOD and Justice (The Salvation Army)

**Tim Flora** – Therapeutic Community Program Manager (Odyssey House Victoria) **Deputy Convenor**

**Deb Guy** – Clinical Lead AOD services (Bass Coast Health)

**Beth Locke** – Manager AOD and Mental Health (Access Health and Community)

**Oonagh McNamara** – Assistant Nurse Unit Manager (Depaul House, St Vincent's Hospital)

**Keryn Ralph** – Coordinator Family Reunification (Uniting ReGen)

**Tamsin Short** – Senior Manager of Mental Health and AOD Services (Access Health and Community) **Convenor**

**Peter Stockton** – Youth AOD Principal Practitioner (Youth Support and Advocacy Service)

**Jacqui Sundbery** – Co-manager Indigenous Program, Team Leader Community Services (The Bouverie Centre)

## APPLICATION PROCESS

1. Please email [changeagentnetwork@turningpoint.org.au](mailto:changeagentnetwork@turningpoint.org.au) for an application package. **All forms must be completed and returned by close of business Monday 17<sup>th</sup> December.**
2. A selection panel will review all applications to select a short list.
3. Short listed applicants will be interviewed in January by an interview panel consisting of an independent person sourced by Leadership Victoria, a member of the CAN and a representative from one of the partnership organisations. Please ensure that you are available for interview during this period.
4. All applicants will be notified of the outcome of their application by the end of January 2019.

## Further information

For further information or assistance regarding the CAN application process please contact Rebekah Couldrey, CAN Project Officer, Turning Point on 8413 8710 or email [changeagentnetwork@turningpoint.org.au](mailto:changeagentnetwork@turningpoint.org.au)