

# ILTC INSIGHT LEADERSHIP

*Succeeding Through People*

## SYNOPSIS

*INSIGHT Leadership* is a customized leadership development programme for the ILTC senior management and leaders, based on the ILTC leadership competencies model (see Annex).

Following the success of *INSIGHT Leadership*'s inaugural run, AIC is organising *INSIGHT 2012* to reach out to more emerging ILTC leaders. Guided by the Leadership Taskforce of the ILTC Manpower Council, *INSIGHT Leadership* seeks to excite and support ILTC leaders in their leadership growth and development journey. Participants will gain a better appreciation of their leadership styles, consider tools and frameworks for growth, and build networks that support their leadership journey. *INSIGHT Leadership* informs ILTC leaders to gain insights in rapidly changing healthcare landscape and challenges them to consider how their teams, organisations and the ILTC sector can be better prepared to progress and thrive in the more complex and challenging future.

The key components of the programme:

***Module 1: Understanding self*** – This module allows participants to gain insight to their personality profile and leadership styles and consider the motivations and meaning of leadership. It provides leaders with resources and frameworks that develop their leadership effectiveness and gain greater personal mastery.

***Module 2: Strategic Context and Approach*** – This module allows participants to develop in-depth understand the context of the larger healthcare system within which the ILTC sector is situated; and trends of and plans for the future healthcare system. Participants will dialogue with senior leaders of Ministry of Health and other governmental agencies and participate in workshops to gain insights into how policies are made and learn policy advocacy.

***Module 3: Engage and Lead Others to Excellence*** – This module empowers participants with the knowledge to lead with vision and drive change. It drives the concept of Team Leadership and effectiveness for participants so that they will be able to gain insights and frameworks to lead stronger teams and better organisations.



*An interval of 3 weeks between each module to provide time for application of learning*

## **MODULE 1**

### **Understanding Self**

***Pre- INSIGHT Leadership Preparation Day (COM+PASS)***  
**20 July 2012**

**23 & 24 August 2012**  
***(Residential programme in Orchid Country Club)***

Prior to module 1, participants will undergo a 360 leadership competency tool and a series of dynamic and interactive assessment exercises. There will also be sharing from participants in previous INSIGHT leadership programme.

Participants will receive the reports from the preparatory day coaching sessions and explore areas of strength and development. You will gain deeper insights into your leadership behaviours and be introduced to a coach who will partner you on your personal growth journey. Participants will explore different types of leadership motivations and models. The residential segment of the workshop promotes peer network development amongst ILTC leaders.

## **MODULE 2**

### **Strategic Context and Approach**

**26 - 28 Sep 2012**  
**3 days**

In Module 2, participants gain a wider perspective of current and evolving issues related to the ILTC and healthcare system. Participants will dialogue with senior policy makers in MOH and other government agencies, learn policy constructs and practise policy advocacy as a group. Module 2 helps participants situate their organisations and missions within the larger healthcare system to deliver integrated and quality care for their patients and clients.

***MODULE 3***  
**Engage and Lead others to  
Excellence**

***23-25 October 2012***

In the final module, we focus on how leaders create value for their teams and organisations. Participants will learn tools and practices, through experiential learning, leading through a compelling vision and striving for excellence. To achieve that, participants will be provided tools to drive change in their teams and organisations and to engage and collaborate with stakeholders.

**For more information about INSIGHT Leadership, please contact Mr Jeremy Lee, Executive (ILTC Leadership Development) at Tel: 6632 1132 or email: [jeremy.lee@aic.sg](mailto:jeremy.lee@aic.sg)**

## ANNEX - ILTC LEADERSHIP COMPETENCIES FRAMEWORK

Core Leadership Competencies						
Drive Change	Develop People	Personal Mastery	Achieve Results	Build & Manage Relationship	Lead with Vision	Understand ILTC Operating Environment
<b>Corporate Functional Competencies</b>						
Governance						
Safety & Health						
Operations Management						
Communication & Technology						
Fundraising & Volunteer Management						
Workplace Relationship						
Human Resource Development & Management						
Financial Management						
Quality Management						

Source:  
ILTC Leadership Taskforce