

LHD/SN Director of Nursing and Midwifery **Leader Success Profile**

The LHD/SN DoNM Leader Success Profile defines the leadership elements required to be an outstanding LHD/SN DoNM in the NSW Health Service, and can be used to inform better decision making across the career and talent development lifecycle.

VISION FOR THE ROLE

CHALLENGES &

OPPORTUNITIES

"LHD/SN DoNMs drive the nursing and midwifery professional practice standards. They create a supportive culture that ensures that the nursing and midwifery workforce is future-ready, resilient and able to deliver safe, high quality person-centred care.

They are strategic leaders and system-wide influencers, working as part of an executive leadership team to transform service delivery"

underpinned by three key concepts

EMPOWER & ELEVATE multidisciplinary teams

Leaders facing these derailers

can source inspiration from their sense of...

Reserved and

DoNM is

Dutiful

Working to these styles can be put at risk if a LHD/SN

> Relatable and Consultative

INSPIRE & INFLUENCE change across NSW Health

PIONEER & STRATEGISE for the future of their LHD

LEADER SUCCESS PROFILE FRAMEWORK LHD/SN DoNMs are the voice Affiliation of all nursing and midwifery professionals **VISION FOR MOTIVATIONS** THE ROLE

& DRIVERS

This vision can be best embodied through...

> **Maintaining** visibility and connection with nurses and midwives

These challenges may be overcome through the following experiences...

FRONT SUCCESS PROF **EXPERIENCES LEADERSHIP STYLE**

DERAILERS

Developing and leading multidisciplinary teams

These capabilities are best brought to life through the following styles...

Manage and develop people and inspire direction and purpose

CAPABILITIES

HOISN DONA

These experiences develop key people capabilities such as...

Outside-in factors, which help inform role expectations



How to use the Leader Success Profile

The LHD/SN DoNM Leader Success Profile informs decision-making across the employee lifecycle, including:









