

THE AUSTRALIAN HEALTH PROMOTION  
ASSOCIATION INVITES ELIGIBLE, FULL  
INDIVIDUAL MEMBERS TO PARTICIPATE IN  
THIS EXCITING NEW INITIATIVE

# HEALTH PROMOTION LEADERSHIP & GOVERNANCE PILOT PROGRAM

Leader  
ability

PROSPECTUS 2023



Australian  
**HEALTH  
PROMOTION**  
Association

# LEADING & GOVERNING FOR HEALTH PROMOTION PROGRAM

Developing competencies to support a healthy equitable Australia



## *ABOUT*

Leadership and governance are necessary to drive the health promotion agenda, provide strategic vision and a voice for the health promotion approach in positively influencing the public's health.

On behalf of the Association, I am pleased to invite eligible and interested members to participate in the initial pilot of the Health Promotion Leadership and Governance Program to develop these critical health promotion competencies, ensuring our action is effective, ethical, equitable and empowering.

We seek members interested in participating in structured experiences designed to accelerate active leadership and governance participation in AHPA, in their employment and in their community. The pilot program is limited to ten (10) participants and will be delivered over a 20-week period commencing August 2023. It is our aspiration that by supporting members to participate we can contribute to stronger health promotion action and to our vision of a healthy, equitable Australia.

Dr Gemma Crawford  
President | Australian Health Promotion Association

**WE REQUIRE LEADERSHIP & GOVERNANCE THAT “UNDERSTANDS THE INTERCONNECTEDNESS OF CAUSES, CAN STRIKE STRATEGIC RELATIONSHIPS ACROSS SECTORS, CAN ADVOCATE & MOBILIZE SUSTAINED FINANCING & CATALYZE SYSTEMIC CHANGE IN HEALTH RELATED POLICIES & INFRASTRUCTURE NEEDED TO BE BUILT.”**

WORLD HEALTH ORGANIZATION



# WHY LEADERSHIP? IT'S A CORE COMPETENCY FOR HEALTH PROMOTION!

Leadership is a designated competency for health promotion practice as defined by the International Union for Health Promotion and Education (IUHPE). Health Promotion

Practitioners should be able to "**contribute to the development of a shared vision and strategic direction for Health Promotion action**".

Specifically, a Health Promotion Practitioner can:

- Work with stakeholders to agree to a shared vision and strategic direction for Health Promotion action
- Use leadership skills which facilitate empowerment and participation (including team work, negotiation, motivation, conflict resolution, decision-making, facilitation and problem-solving)
- Network with and motivate stakeholders in leading change to improve health and reduce inequities Incorporate new knowledge and ideas to improve practice and respond to emerging challenges in Health Promotion
- Contribute to mobilising and managing resources for Health Promotion action
- Contribute to team and organisational learning to advance Health Promotion action

# CAPABILITIES WHAT SHOULD I KNOW & BE ABLE TO DO?

## KNOWLEDGE

- Theory and practice of effective leadership: team work, negotiation, motivation, conflict resolution, decision-making, facilitation and problem-solving
- Management and organisational development theory
- Strategy development
- Theory & practice of collaborative working: facilitation, negotiation, conflict resolution, mediation, decision-making, teamwork, stakeholder engagement, networking
- Principles of effective intersectoral partnership working
- Emerging challenges in health and Health Promotion
- Principles of effective human and financial resource management and mobilisation

## SKILLS

- Stakeholder engagement and networking
- Collaborative working skills
- Facilitation
- Ability to motivate groups and individuals towards a common goal
- Resource management

## *Leading & governing for health*

Over the past twenty-five years I've been fortunate to work with a diverse range of public health leaders on myriad health promotion programs across the globe. All shared the common goal of improving health outcomes for the populations they served. The most effective leaders understood that individual and population health outcomes are influenced by a range of interconnected determinants. They saw that improving health outcomes required multi-disciplinary thinking and approaches, and that adopting policy settings that push responsibility for so-called 'individual choices' downstream does not result in sustainable improvements to population health. Nor are such approaches fair or equitable. For me, effective leadership and governance in health promotion is devoid of ego. It embraces genuine collaboration with stakeholders, and most importantly ensures there is meaningful engagement with the communities and populations we serve.



**LUKE VAN DER BEEKE**  
FOUNDER AND MANAGING DIRECTOR  
THE BEHAVIOUR CHANGE COLLABORATIVE  
AHPA BOARD DIRECTOR

# PASSION LED US HERE

## BACKGROUND

AHPA is committed to building the professional capacity of members and providing responsible and sustainable governance, management and leadership. Further the Association supports the development of consistent competencies for health promotion practice nationally. This Program provides members opportunities to develop their governance and leadership capability, and experience what it is like to be part of a working Board or Committee. Participation contributes to the development of key health promotion competencies.



## PROGRAM OUTCOMES

- Leadership and governance knowledge and skills, particularly regarding advocacy, partnerships and systems change
- Understanding self as leader, including self-awareness, leadership style and learning
- Enhanced professional network
- Understanding the governance, roles and responsibilities of a professional association
- Understanding the legal and ethical responsibilities of being an AHPA Board Director

### *Leading & governing for health*

After finishing my undergraduate degree it took me a little bit of time to realise that my learning journey didn't end when I put down my pen in my final exam. But I am learning something new everyday. The only thing that has changed is that I am in charge more then ever before of what I learn and when. I need to actively seek out opportunities to learn new skills, to shape my future career. This is why I am taking part in this program as participant and on working committee because I believe it will be a fantastic opportunity to learn about leadership and governance through a health promotion lens. I encourage others like me to take control of your learning journey and participate.



**DARCI MILLER**  
AHPA MEMBER

# CHANGE

## ABOUT

The Program will provide emerging leaders with the opportunity to experience the roles and responsibilities of a Board Director, without the legal responsibilities. Participants will gain an understanding of Board and Committee processes in a hands-on environment. This 20-week program aims to:

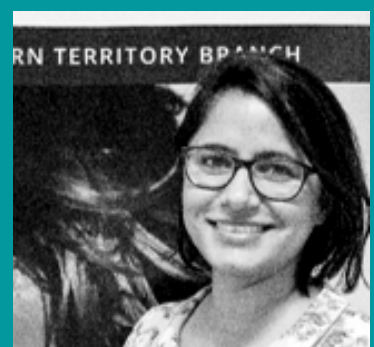
- enhance knowledge and awareness about contemporary health promotion in Australia
- improve capabilities regarding AHPA Board and Committee participation, governance and leadership
- improve capabilities regarding not-for-profit governance and leadership in Australia
- increase the potential pool of prospective Board and Committee members for AHPA.

Participants will read papers, attend meetings, participate in discussions and executive shadowing, network and lead projects. The Program will comprise self-paced online learning modules, peer group meetings/workshops (approx. 6), reading and reflective practice, mentoring/executive shadowing with an AHPA Board Director, observation of and participation in meetings, and completion of two project challenges with AHPA working groups and committees.

The Program will be challenging and will require a high level of commitment and contribution as we explore a range of activities designed to facilitate your understanding of governance and leadership in AHPA and non-government organisations and to further your health promotion competency development. We will employ a participatory co-design approach as AHPA tests and refines the pilot model. A self-study approach is supported by opportunities for learner-to-learner and learner-to-facilitator interaction. Reflective exercises have a practical focus and employ case study methods and participants are expected to try out/model/ train with/ implement ideas, concepts and methods presented. The program will be conducted virtually so participation is not limited by location. An anticipated commitment of approximately 2-4 hours per week is required. Some commitments will fall within business hours. A Certificate of Completion will be provided to all pilot participants.

### *Leading & governing for health*

For health promotion practitioners, understanding **good governance and developing skills in leadership** are crucial, not only for career progression, but also for effective **advocacy**. Moving from grassroots health promotion to policy and advocacy stage has involved broadening my understanding and skills in **systems thinking**. This has enabled me to bring to the table my experience and give voice to the change my colleagues and I feel is needed. I believe that AHPA's Leadership and Governance program will enable participants to become **champions for the future**.



ANSHUL KAUL  
AHPA MEMBER

# ELIGIBILITY



Applications are invited from full, individual members who work in health promotion. You must have been a member of AHPA for at least 2 years and should be an early-mid-career professional, generally with six to ten years' experience working in health promotion. The Program seeks highly committed participants who:

- want to develop leadership and governance capabilities
- have strong interest in service and giving back to the health promotion sector
- commit to participating in an AHPA Board, Branch or Committee position post Program completion.



# COMMITMENT



Your capacity to benefit depends on your commitment to participate in the entire Program, including attending all sessions and engaging in required activities. Your commitment, with the support of your employer, where relevant, is critical to Program acceptance.

**Participation in this pilot program is free of charge to participants.**

AHPA is investing significantly in this program. We acknowledge the support of the Australian Government and support provided to AHPA to develop and pilot the program as part of the Health Peak and Advisories Bodies program 2022-2025.

# TO APPLY



Please submit the completed Health Promotion Leadership & Governance Pilot Program Application Form along with a brief resume to the AHPA Secretariat via email: [members@healthpromotion.org.au](mailto:members@healthpromotion.org.au) by 7th July 2023.

Applications will be shortlisted by a selection panel. The decision of the panel is final and the panel may choose to accept all, some or none of the applications. Shortlisted applicants may be contacted to provide further information. Applicants will be notified of the outcome of their application by the end of July 2023.



## *CONTACT US*

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