

Success Profile Change Partner
Team Service Model Transformation Team
Supporting Service Model Transformation Lead



You will make a difference by

- Having a deep understanding of diagnostic and dialogic change management models and their application within IPC Health’s organisational development context.
- Crafting meaningful change and powerful cultural shifts organization wide.
- Guiding emergent, generative change processes of co-dependent systems within complex environments.
- Playing a key role in the successful transition from current to future state ways of working that enables the workforce to engage, create and use changes for sustainable outcomes.
- Taking a people focused approach as workforce participation will play an integral part to enable changes.
- Working with staff to build coalitions of ‘change champions’.
- Regularly reporting on achievements, challenges and limitations.
- Contributing to Scrum, Kanban and Agile ceremonies.
- Fostering an environment that supports experimentation and learning.



To succeed, you will need

- Qualifications in change management, human resources, psychology or organisational behaviour, business administration or related discipline preferred.
- Deep understanding of diagnostic and dialogic change management principles, methods, tools, communication strategies, stakeholder engagement, organisational culture and leadership techniques.
- Experience guiding emergent change within the health, social services and/or not for profit sectors (desirable).
- A dialogic mindset for generative change.
- Experience working on iterative projects that use Agile approaches.
- Experience leading the people side of change within complex environments.
- Exposure to the Berkana Two Loop Model.
- A high degree of emotional intelligence.
- Effective communication, engagement and negotiation skills with a wide variety of stakeholders.



You will improve and promote One Team IPC Health by

- acting with purpose, measuring our results, and celebrating achievements (**We make a difference**)
- going above and beyond, demonstrating understanding and respect for our communities and each other (**We are passionate**)
- learning, experimenting and innovating (**We are creative**)



We will contribute to your success by

- providing opportunities for you to share what is important to you, your wellbeing, and what you need
- aligning the contribution you make to IPC Health’s strategy
- guiding you in what to do, when and how to do it
- developing your skills with regular feedback and exploring career opportunities
- ensuring you feel fulfilled at the end of each work day
- being committed to maintaining a barrier-free environment for all and welcoming individuals of diverse backgrounds, including but not limited to, those from the Aboriginal and Torres Strait Islander, Culturally and Linguistically Diverse and the LGBTI communities

Key Deliverables and Measures

- Project outputs e.g. Kanban boards, backlogs, risk and issue registers
- Change outputs e.g. change management framework and plans, communication and engagement plans, training plans
- Stakeholder Maps
- Progress reporting
- Other relevant operational outputs



Key Relationships

- Reports to and supported by the Service Model Transformation Lead
- Service Model Transformation Team
- General Manager, Strategy and Growth
- General Manager, Operations and Clinical Care
- Service Model Transformation Project Manager
- People and Culture Manager
- Growth Lead
- Digital Health Lead
- Service Model Transformation Steering Group
- Leadership Team
- Staff participants



 **MINDFULNESS**

Mindfulness

in leadership is represented by the focus and presence of mind to act with integrity, grit, resilience, adaptability and kindness — even in challenging circumstances.

 **IMPACT**

Impact

in leadership is a mindset that compels you to seize opportunities, to act with self assurance, to inspire action, and to empower others through active listening and communication.

 **INNOVATION**

Innovation

in leadership is a growth and learning mindset that thrives in ambiguity, senses change, fosters deep curiosity and enables experimentation and creativity to thrive.

 **DIVERSITY**

Diversity

in leadership is a mindset that enables the awareness, empathy, collaboration and diplomacy to communicate, engage and work with anyone.

At IPC Health, we believe that strong leadership is a state of MIND.
We are all leaders.

MIND ipc^{health} leadership