

The background of the page is a teal color. In the top right corner, there is a graphic showing the silhouettes of four hikers climbing a steep mountain slope. They are holding hands to help each other up. The sun is rising behind them, creating a bright, golden glow with rays of light. A thick yellow diagonal line runs from the top left towards the bottom right, passing behind the hikers.

LEADING FOR PURPOSE

*Building leadership capability in rural
and remote allied health*

2026

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ACKNOWLEDGEMENT OF COUNTRY

Services for Australian Rural and Remote Allied Health (SARRAH) acknowledge the Ngunnawal peoples on whose land their office is situated. We also acknowledge the traditional owners of the lands where SARRAH team members and the participants of the program live and work. We pay our respects to their Elders past, present, and emerging. We recognise and respect their ongoing connections to cultural heritage, beliefs, and relationship with the land, which continues to be of great importance to Aboriginal and Torres Strait Islander people living today. We also pay our respects to Aboriginal and Torres Strait Islander Peoples from across Australia who have participated in this work.

Acknowledgements



SARRAH would like to acknowledge the Australian Rural Leadership Foundation (ARLF) who worked with SA RRAH to develop this leadership program tailored for allied health professionals working in rural and remote Australia. The course is based on ARLF's 15-month immersive [Rural Leadership Program](#) and utilises the ARLF learning framework. Participants are encouraged to explore opportunities to undertake further leadership development through one of ARLF's leadership development programs.

1. Welcome

Welcome to **Leading for Purpose**, SARRAH's Leadership Development Program.

This program is designed to support allied health professionals working in rural, regional, and remote settings to **develop practical leadership capability** in real-world contexts.

Leadership in these environments is complex. It often involves:

- influencing without formal authority
- navigating uncertainty and resource constraints
- working across teams, organisations, and communities
- sustaining yourself while supporting others

This program provides a structured and supportive environment to **build confidence, reflect on practice, and apply leadership in your workplace.**

2. About the Program

What is the program?

The Leadership Development Program is a **short, applied learning program** combining:

- Facilitated online sessions
- Self-paced learning through SARRAH Circle
- Peer discussion and reflection
- A practical leadership action plan

The program is **not theoretical**—it is focused on applying leadership concepts directly to your own work.

Why this program exists

Allied health professionals working in rural and remote contexts are frequently required to lead—formally or informally—yet many have limited opportunity to develop these skills in a structured way.

This program supports participants to:

- Build **confidence and clarity as leaders**
- Develop **self-awareness and insight**
- Strengthen their ability to lead in **complex, real-world situations**
- Apply leadership in a way that is **sustainable over time**

Who the program is for

This program is suited to:

- Allied health professionals working in rural, regional, or remote settings with emerging or informal leadership roles
- Clinicians seeking to strengthen leadership capability

3. Program Overview

Structure

The program is delivered across **five modules**, each building on the previous one:

1. Leadership foundations
2. Self-awareness and behaviour
3. Leadership in practice
4. Planning and accountability
5. Resilience and wellbeing

Sessions are delivered online (60–90 minutes) and supported by self-paced learning activities in **SARRAH Circle**.

Learning approach

Learning in this program is:

- **Applied** – focused on your real leadership challenges
- **Reflective** – building self-awareness and insight
- **Interactive** – using discussion and peer learning
- **Practice-based** – supporting action between sessions

Participants are encouraged to **test ideas, reflect, and adapt their approach over time**.

What you will achieve

By the end of the program, you will:

- Have a clear understanding of **your leadership approach and style**
- Be able to apply leadership skills in **complex environments**
- Develop a **practical leadership action plan**
- Strengthen your ability to **work with others and influence outcomes**
- Develop strategies to **maintain your wellbeing and resilience**

4. Program Content

Module 1 – Leadership Foundations

You will explore:

- What leadership is (and is not)
- The difference between leadership and management
- How leadership operates beyond formal authority

You will identify a **leadership challenge** to work on throughout the program.

Module 2 – Being Leadership (Self-awareness)

You will:

- Complete a DiSC profile

- Understand your behavioural tendencies
- Explore how your style impacts communication and relationships

The focus is on **understanding yourself to lead others effectively**.

Module 3 – Doing Leadership

You will engage with:

- Real leadership experiences from sector leaders
- Challenges such as influence, ethics, and imposter syndrome
- The role of networks and relationships

This module brings leadership into **real-world context**.

Module 4 – Maintaining Leadership (Planning & Accountability)

You will learn how to:

- Set meaningful goals using a structured approach
- Turn ideas into a **practical leadership plan**
- Build accountability through networks and relationships

You will develop:

- A **6-month leadership action plan**
- A focused **3-month leadership challenge**

Module 5 – Resilience and Wellbeing

You will explore:

- The role of wellbeing in effective leadership
- Stress, burnout, and the realities of rural and remote practice
- Strategies for building resilience

You will develop a **personal resilience and wellbeing plan** to support sustainable leadership.

5. Learning in SARRAH Circle

SARRAH Circle supports your learning between sessions. It is used for:

- Connecting with other participants
- Accessing learning materials and resources
- Reflecting on your practice
- Sharing insights and experiences

Engagement with Circle helps you **apply learning over time and build peer connections**.

6. Leadership Action Plan

A key outcome of the program is your **Leadership Action Plan**.

This includes:

- A clearly defined leadership challenge
- SMART goals over a six-month period
- A structured plan broken into achievable steps
- An identified **accountability network** to support progress

The plan ensures learning is **translated into action**.

7. Participation Expectations

Participants are expected to:

- Attend and engage in online sessions
- Contribute to discussions and group activities
- Reflect on and apply learning in their workplace
- Engage with Circle between sessions
- Develop and complete a leadership action plan

8. Support

Support is available through:

- Program facilitators who will provide additional guidance where required
- Peer participants
- SARRAH Circle course content

Participants are encouraged to:

- ask questions
- share challenges
- actively engage with the group

9. Continuing Your Leadership Journey

Leadership development does not end with the program.

At completion, you will have:

- Practical leadership experience
- A clear plan for ongoing development

- Strategies to sustain your leadership over time

You are encouraged to:

- continue implementing your leadership plan
- maintain connections with peers
- seek further learning opportunities

10. Final Reflection

Leadership in rural and remote health requires:

- self-awareness
- adaptability
- connection with others
- the ability to sustain yourself over time

This program provides participants with the foundation to **lead with confidence, purpose, and resilience in complex environments.**