

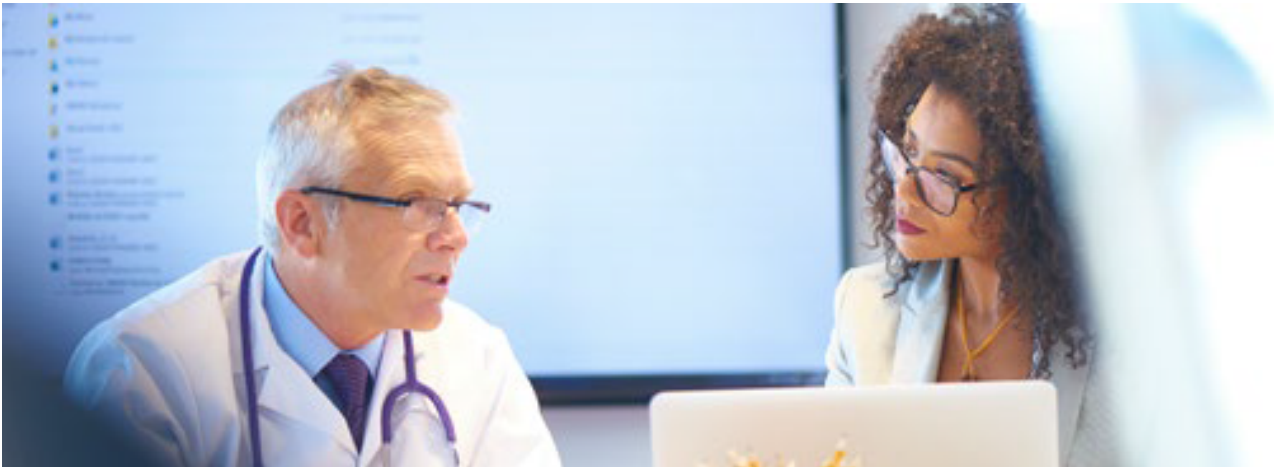
The role of ACHSM in supporting health managers and leaders

Our Vision: **Better Leadership, Healthier Communities**

The mission of the college is to “develop, equip and support high-performing health, community and aged care leaders to deliver quality services and improve community health and wellbeing”.

As a knowledge-focused sector, health does not always recognise the unique skills and competencies required in health leadership and management. When parts of the system falter or fail, the inadequacy of leaders and managers – and by definition their training and support – is highlighted.

ACHSM has a well researched **Master Health Service Management Competency Framework** which underpins all our programs, and can be matched to most known leadership frameworks. In addition, we have introduced a **Certification Program** which on completion recognises the leadership and management experience of Certified Health Managers (CHMs) and Certified Health Executives (CHEs) in our sector. CHMs and CHEs commit to a focus on lifelong learning and professional development by maintaining their Certification status via our CPD program: Maintenance of Certification (MOC).



We understand the challenge for health and community service organisations is identifying, fostering and supporting great leaders as part of a workforce plan. Organisational plans to develop great leaders are exacerbated by the pace of change in the workplace across all health sectors. The ageing population and imminent retirement of a generation of managers represent both opportunities and challenges. Increasing demand for work from home options, the increasing digitisation of both services and practices, and the differing work/life balance expectations of different generations add to this complexity.

We know identifying individuals to develop, and having appropriate programs to enhance leadership and management skill can be a huge challenge for workforce planning. As a result the College has framed our value and programs around career planning for individuals. For individuals, preparing for leadership and management is crucial to ensuring a successful transition into decision making roles.

We encourage you to see ACHSM membership as an important tool in the development of your organisation’s leaders and managers. [Our programs will ensure your managers are supported throughout their leadership journey.](#)

For more information about ACHSM's offering for every career stage, please see over the page.

<p>Applies at this career point May not necessarily apply at this career point</p>	Working in Health but prior to health leadership roles	Emerging leader	4-5 years health leadership / management experience with leadership / mgt qualification	8-10 years health leadership / management experience	Ongoing career	Senior health executive
Free briefing webcasts from local and global health leaders (> 30 hours annually)	Green	Green	Green	Green	Green	Green
Free annual self assessment against ACHSM Master Health Service Management Competency Framework	Green	Green	Green	Green	Green	Green
A wide variety of low cost topical Professional Development events – conferences, congress, short speakers events, workshops	Green	Green	Green	Green	Green	Green
Free Mentoring (Mentors and Mentees)	Green	Green	Green	Green	Green	Green
Free Monthly Library Bulletin – access to latest journal articles globally on health leadership	Green	Green	Green	Green	Green	Green
Free access to academic Asia-Pacific Journal of Health Service Management	Green	Green	Green	Green	Green	Green
Health Management Internship Program	Pink with downward arrow	Green	Pink	Pink	Pink	Pink
Accredited university programs certified by ACHSM	Green	Green	Green	Green	Green	Green
CERTIFICATION PROGRAM – structured program available to Associate Fellows to be recognized as Certified Health Manager	Pink with downward arrow	Pink with downward arrow	Green with upward arrow	Pink with upward arrow	Pink	Pink
FELLOWSHIP PROGRAM – capstone program. Certified Health Managers are then recognized as Certified Health Executives.	Pink	Pink	Pink	Green with upward arrow	Pink with upward arrow	Pink
Fellowship by Alternative Pathway	Pink	Pink	Pink	Pink	Pink	Green
Structured Facilitated Learning Groups (FLG). Variety of topic areas – launching in April 2021 with “Clinician to Manager” FLG & “Post Covid Leadership Learnings” FLG	Green	Green	Green	Green	Green	Green