Guidelines

Leading Innovation For Transformation (LIFT) Leadership Program

1. Background

ARIIA is an independent, not-for-profit organisation that is shaping the future of aged care in Australia. ARIIA was founded in 2021 under the Australian Government's aged care workforce strategy, specifically to address the urgent challenges of the aged care sector.

In the current aged care environment, strong leadership is essential to navigate reform and implement meaningful, sustainable change. Managers at different levels need to bring their staff along the journey of change, empowering them to solve problems, creating a safe space to innovate, and maintaining trust during uncertainty … all while delivering business-as-usual in a broader operational context.

The LIFT Leadership Program will improve individuals' confidence, capability, and skills to lead teams through innovation and change using evidenced approaches.

2. LIFT Leadership Program

The LIFT Leadership Program covers the fundamental skills and knowledge that managers need to lead teams through innovation, implementation and change. It is centred on the themes of leadership, critical thinking, trust, communication, collaboration and evidence-based practice.

On completion of the program, participants will have:

- Improved confidence, skills, and knowledge: You will learn the foundational skills of innovation leadership, empowering you to nurture a resilient team culture that embraces innovation and problem solving.

- A toolkit of practical resources: Whether introducing a new idea or refining an existing one, you will have access to tools to plan, co-design, and implement innovations.

- Knowledge of evidence-based approaches: Practice applying evidence-based approaches for successful innovation to relevant case studies to support translation into your work context.

- Access to the ARIIA Innovation Network: All program graduates become a member of a community-of-practice that provides ongoing support, learning and networking.

3. Program Delivery

We have made the LIFT Leadership Program widely accessible to participants from different Australian aged care settings and contexts.

- 100% online

- Interactive and engaging learning modules

- Facilitated group workshops with like-minded peers from the same or a mix of other aged care organisations

- Maximum of 15 participants per group, from the same or a mix of other aged care organisations.
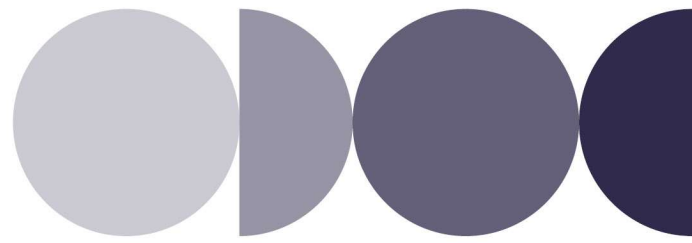
The program is delivered across four self-directed, online learning modules that address the following critical questions:

- How does organisational context and culture influence innovation?

- What leadership skills support innovation and its implementation into practice?

- How do I implement innovation?

- How do I bring others on the journey?

At the end of each online learning module, a hypothetical case study encourages participants to reflect and apply what they've learnt. Four online, facilitated peer workshops allow participants to discuss the case studies, share reflections and collaborate with others in the group.

The program requires a total time commitment of 16 hours over eight weeks, with each module comprising 2.5 hours of self-directed learning and a 1.5-hour online facilitated discussion (four hours per module).

Participants may be required to install a third-party app onto their device for the purpose of securely accessing the program content.

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4. LIFT Together

For those wanting to build leadership capability in teams across your organisation, LIFT Together is a tailored version of the program that focuses on specific innovation leadership and culture challenges in your organisation. Please contact us to discuss your needs and preferences.

5. Eligibility criteria

LIFT Leadership Program applicants are individuals or teams looking to enhance their leadership skills through innovation, implementation and change.

To be eligible for the LIFT Leadership Program, applicants must be employed by an organisation approved by the Aged Care Quality and Safety Commission to deliver Australian Government subsidised home, residential, or flexible care services. Alternatively, they might be employed by an organisation which ARIIA's Program and Research Director deems to add value to the aged care sector.

Eligibility and suitability to participate in the LIFT Leadership Program is assessed on the information provided in the application form.

6. Pricing

The LIFT Leadership Program is offered at a subsidised rate of $600 per person (+GST), thanks to support from the Australian Government Department of Health and Aged Care through ARIIA.
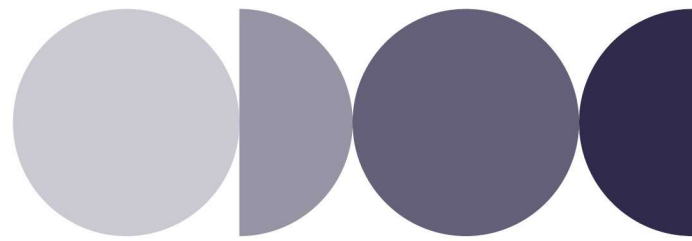
Discounts are available for group enrollments:

- 10% discount for groups of 3–4 participants.
- 15% discount for groups of 5–12 participants.

7. Innovation Capability Program Full Scholarships

ARIIA is pleased to offer 100% scholarships to eligible applicants who meet one of the following criteria:

- Applicant provides aged care services located in Rural and Remote zones (MMM classification 3 to 7)

- Applicant provides aged care services, specifically to vulnerable populations

- Applicant provides aged care services specifically for Aboriginal and Torres Strait Islander care recipients (ACCO)

- Small and medium-sized organisations with fewer than 250 beds, packages, or clients.

These scholarships are designed to support organisations serving communities that face unique challenges in delivering aged care services. If your organisation meets one of these criteria, we encourage you to apply for a 100% scholarship and take advantage of this opportunity to build your or your staff's capacity through the LIFT Leadership Program.

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8. Application Process

Applications for the LIFT Leadership Program must be made in reference to the terms and conditions outlined in these guidelines and confirmed by the applicant's acknowledgment on the application form.

All applications must be submitted through the SmartyGrants portal, via the ARIIA website. The application process involves agreeing to:

- Participate in the LIFT Leadership Program as per the program schedule and guidelines.

- Pay the subsidised or discounted fee, upon acceptance into the program.

- Acknowledge intellectual property and non-disclosure.

- Consent to the collection, processing, and storage of personal data in accordance with the Flinders University Privacy Policy.

- Comply with Flinders University's IT and security policies and ensure access to technology that enables participation in the program.

- Obtain organisational support for the time commitment required for meaningful participation in the program.

Participation and completion requirements

8.1.1. Completion requirements

We ask participants to commit to actively participating in the LIFT Leadership Program. Successful completion of the program requires participants to attend at least three of the four facilitated workshops, share reflections and collaborate with other participants. While the self-directed learning components of the program are not formally assessed, the most benefit will come from engaging in the workshops and completing the online learning.

8.1.2. Intellectual property

By participating in the LIFT Leadership Program, I acknowledge that all materials, resources, and content provided by ARIIA and Flinders University remain the intellectual property of ARIIA and Flinders University. Use of these materials is permitted for personal reference and workplace application. However, reproduction, public or third-party distribution, or use of these materials for commercial purposes is prohibited without ARIIA's and Flinders University's prior written consent. Disclosure of any proprietary information to third parties is not allowed without authorisation.