

Women in Leadership Program Evaluation

INTERIM FINDINGS

Longitudinal evaluation of program outcomes for attendees & the organisation, of this 3-day program designed to inspire, encourage & support women in healthcare to reach their full career potential.

97% would recommend this program to other women in healthcare

Women reported:

- increased self-confidence
- motivation to progress in their careers
- motivation to advocate for other women
- motivation to find a mentor



Participating in the program:

- **Improved** women's desire to contribute to the organisation
- **Increased** women's commitment to the organisation
- **Inspired** women to drive change at organisation

Knowledge that the organisation is putting all this effort, and financial investment, into advancing women in leadership is really attractive for people both joining and staying in the organisation. Particularly when they're looking to make those next career steps, knowing there's a genuine focus on it.
- Program attendee

32% experienced career advancement or promotion

45% enrolled in further leadership training
40% engaged in career planning
10% acquired a mentor

As a result of, in whole or in part, participating in the Women in Leadership program

68% used their learning to implement changes

Including changes related to:

- Management, programs, processes, clinic services, and team communications
- Supporting other women through mentorship, advocacy & identifying others with leadership potential
- Improving workplace culture

82% agreed that sponsorship ...

... of the Women in Leadership program demonstrates Monash Health's commitment to advancing women in leadership

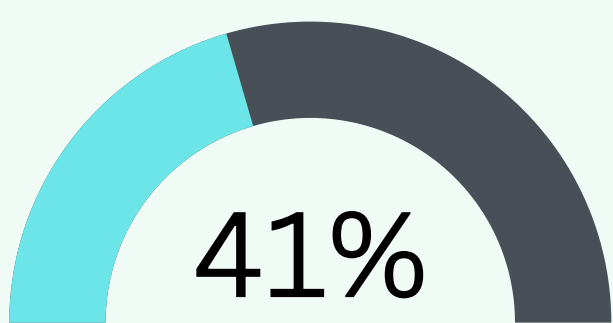
What facilitated implementation of changes?

- Supportive managers & colleagues
- Support from leadership/executive
- Positive workplace culture
- Sphere of control, agency to make changes
- Organisational directive to make changes
- Organisational investment and promotion of women in leadership
- Access to additional professional development tools and resources to support colleagues

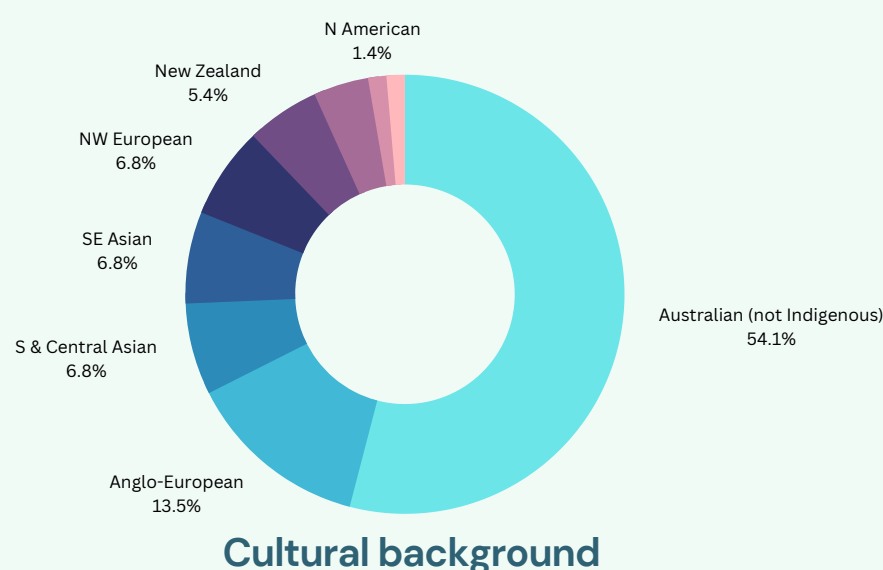
What made it difficult to implement changes?

- Limited resources
- Resistance to change
- Slow & time-consuming organisational processes
- Difficult communication, silos, "power plays"

175 women from Monash Health attended the program 2015-2022



(n=72) program attendees from 2015-2022 completed an evaluation survey in Oct 2022
9 were also interviewed



Cultural background

Participants were from medicine (60%), hospital administration/management (22%)*, allied health (11%), nursing (3%), and other (4%)

*incl. 73% admin/manager, 20% nurse/admin/manager, 7% medicine/admin/manager

Next steps

- Collect organisational data
- Analyse, collate & report findings
- Provide recommendations

