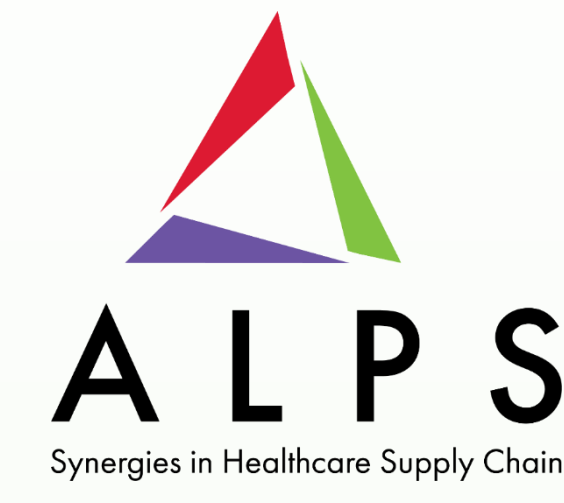




Singapore Healthcare Management 2024

Unleashing Potential - A Holistic Leadership Development Journey



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Introduction

In today's dynamic and changing landscape, ALPS recognises the critical role of effective leadership in driving success. The aim is to cultivate a new generation of leaders who possess not only the necessary skills and knowledge but also the mindset and qualities to navigate complex challenges and inspire their teams towards excellence.

Problem Statement

ALPS was formed by amalgamating supply chain professionals from all public healthcare institutions. As part of the transformational efforts, there is a need to align and ignite a collective purpose, fuel innovation and progress, and foster a positive work environment. With this, ALPS embarked on a transformative journey to develop a holistic leadership development programme.



Conclusion

The holistic leadership development journey has yielded promising results, with improvement in leadership alignment and employee engagement. Investing in leadership programmes and providing the supportive environments helped to unlock leaders' potential and foster a culture of empowerment and resilience within the organisation.

Methodology

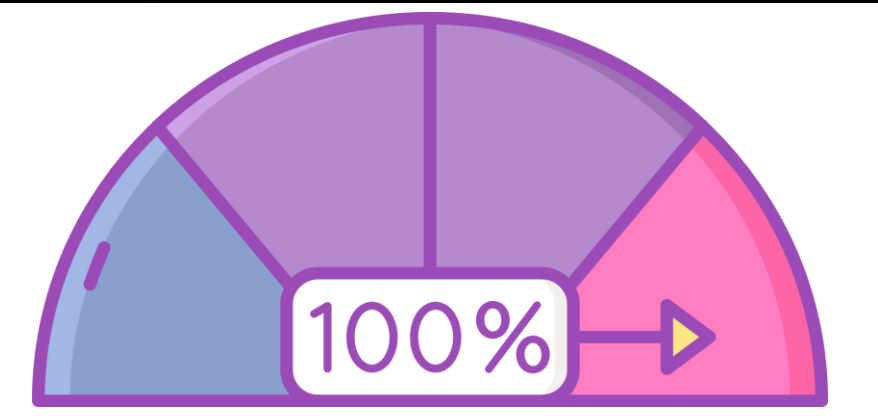
Our enhanced leadership development programme embraces a collaborative learning approach, recognising the power of shared knowledge and collective learning. The design fulfils the components of the leadership develop strategy (figure 1) – for organisation alignment, tailored for learners, integrating engaging blended delivery and collaborative practices, applications and platforms.

- **Building the Foundation:** Leadership Engagement and Rapport Network (LEaRN) - platform for collaborative learning and exchange of knowledge.
- **Crafting Connections:** Monthly virtual networking sessions.
- **Empowerment Exchange:** Mentoring Programme, Community of Practice.
- **Cultivating Leadership:** Training for Success (workshops and in-housed developed e-Learning modules).
- **Navigating the Future:** Strategic Planning Retreats.

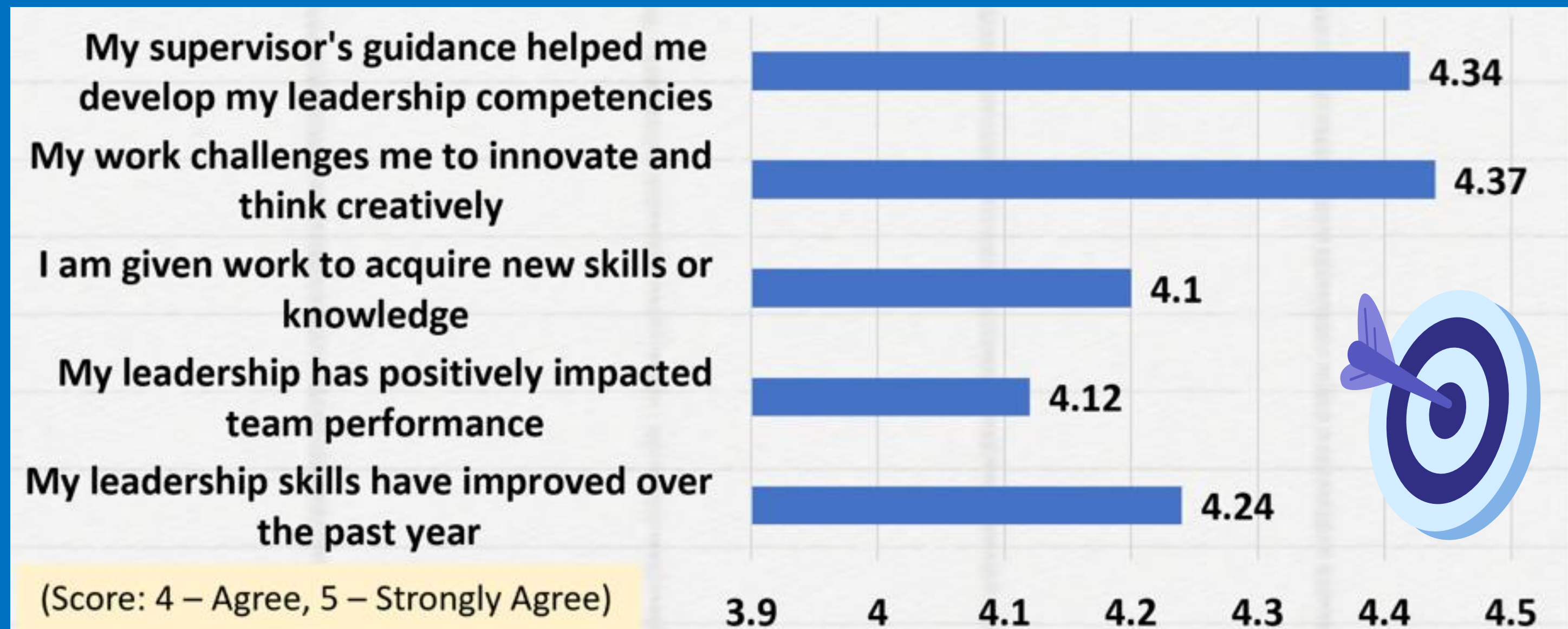
Results

FY23 Leadership Development

- **55** talents completed leadership development programmes - **100%** agree their leadership competency have improved.
- **64** matched mentees & mentors - **100%** satisfaction with the mentoring programme
- **11** Leadership Engagement & Rapport Network (LEaRN) Hour sessions, featured leadership & positive culture building topics, attended by **514** people managers.
- **128** leaders attended the strategic planning retreat sessions – deepened leadership goals and aligned priorities to drive and support **17** improvement initiatives. **6** initiatives were related to related to human capital development.



100% Positive Leadership Evaluation Scores



“...critical thinking and networking at the programmes are beneficial...”
 “I am able to practice advocacy and inquiry learn...”
 “We rely on strong leverage and collaboration with subject matter pool to achieve National resiliency....”

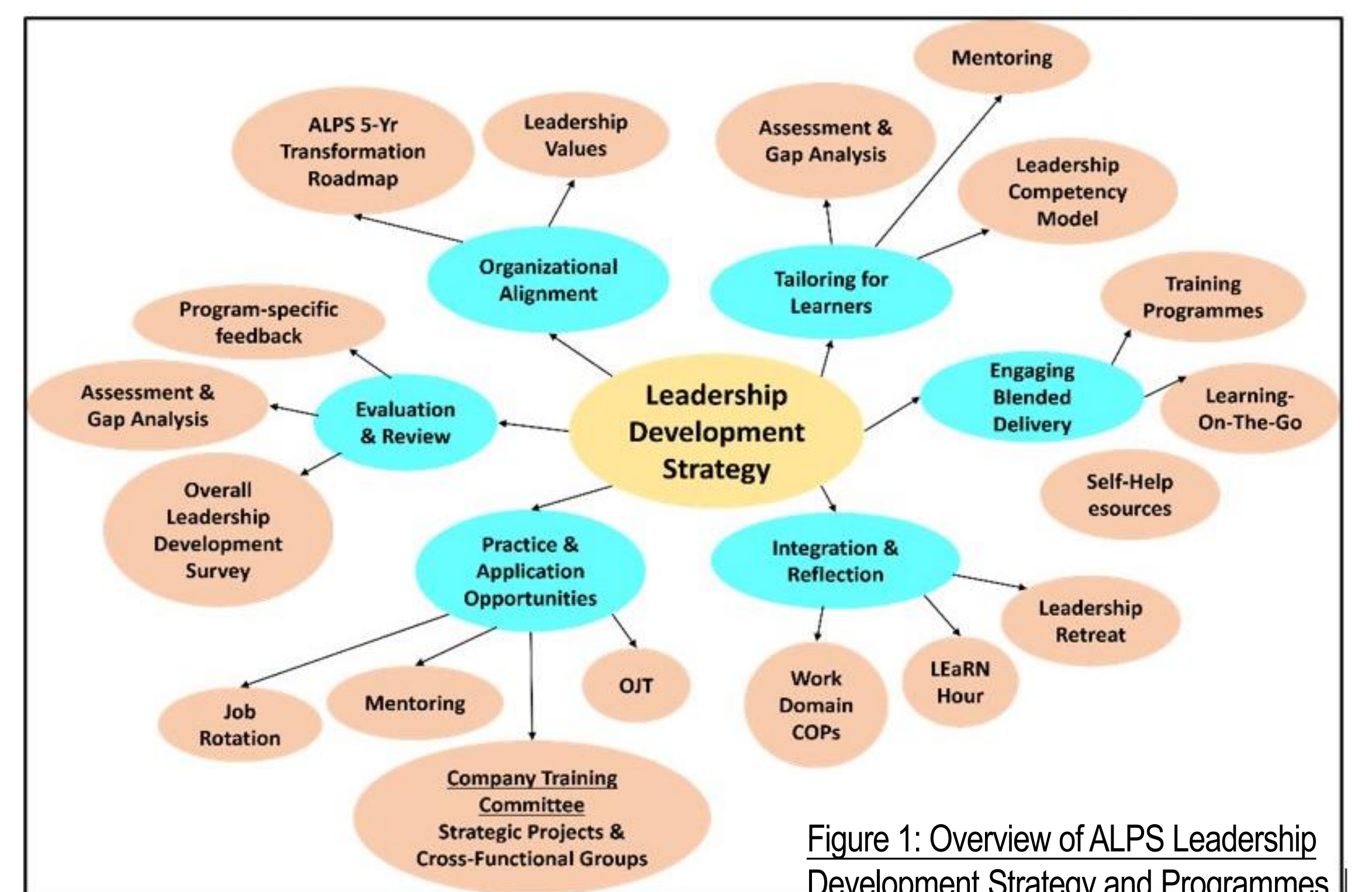


Figure 1: Overview of ALPS Leadership Development Strategy and Programmes