

About Paul W. Long

Dr Paul Long is an experienced senior health sector consultant and academic specialising in organisational systems and behaviour change, positive workplace culture, executive and leadership development, team interventions, and organisational development solutions.

With senior executive experience in government and the private sector he has a unique talent for turning ideas into reality linking theory and practical implementation across a diverse range of systems.

Paul has worked in Australia, New Zealand, the United Kingdom and Ireland and has worked on projects in Europe, China, Indonesia, Vietnam, Japan, Laos, Malaysia and Malawi.

In addition to his work with organisations, he is the author of three books on clinical leadership, and many high-profile reports and academic papers, on systems approaches to improving the safety and quality of health care through cultural change, leadership and engagement.

SPECIALITIES:

ORGANISATIONAL SYSTEMS DEVELOPMENT

To work effectively organisations need skilled people and effective processes. However, simply having these in place is not enough. Paul's work ensures that people are able to use processes to improve performance, achieve results and gain greater satisfaction from their work.

- Cultural and behaviour change
- Process redesign; and designing performance and risk management systems, such as clinical governance
- Strategic and political insight, environment and horizon scanning
- High level negotiation creating linkages and strategic alliance

LEADERSHIP DEVELOPMENT AND COACHING

Taking a leadership role is not something that people just do. Leaders, at all levels require systematic support to identify important relationships and undertake courageous conversations to address organisational and behavioural challenges.

- Design, delivery and assessment of leadership education and training products for clinicians and non-clinical staff
- Courses, curriculum, workshops, seminars, master-classes, e-learning, simulation and scenarios
- Individual and group coaching and learning sets

TEAM DEVELOPMENT

Effective teams take time to develop. Individuals need to understand their role in the team, how their work fits in with and impacts on others.

- Developing skills and building relationships within and across teams
- Helping individuals recognise boundaries and how they can work to influence change within and across the team.
- Problem identification and how these can be solved working together

RESEARCH

- Focus groups and interviews
- Qualitative analysis
- Consultation, reviews and audits
- Ethics submission and reporting

For further information about CHL please contact:

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