



Where's My Ambition? I'm sure I left it here somewhere!

**RCM Annual Conference
November 2010**

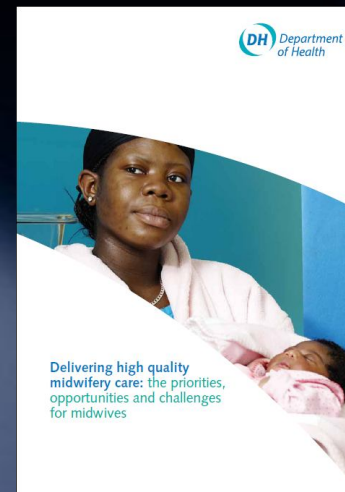
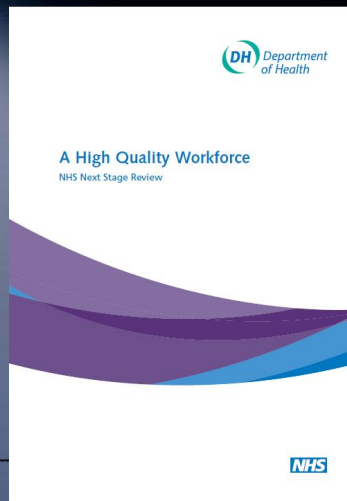
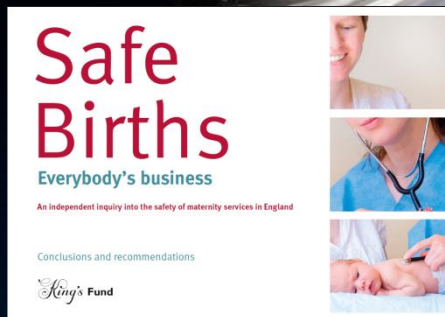
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The Current Reality

LEADERSHIP



Ambition at 212 degrees



Talent Search

How do you measure up?



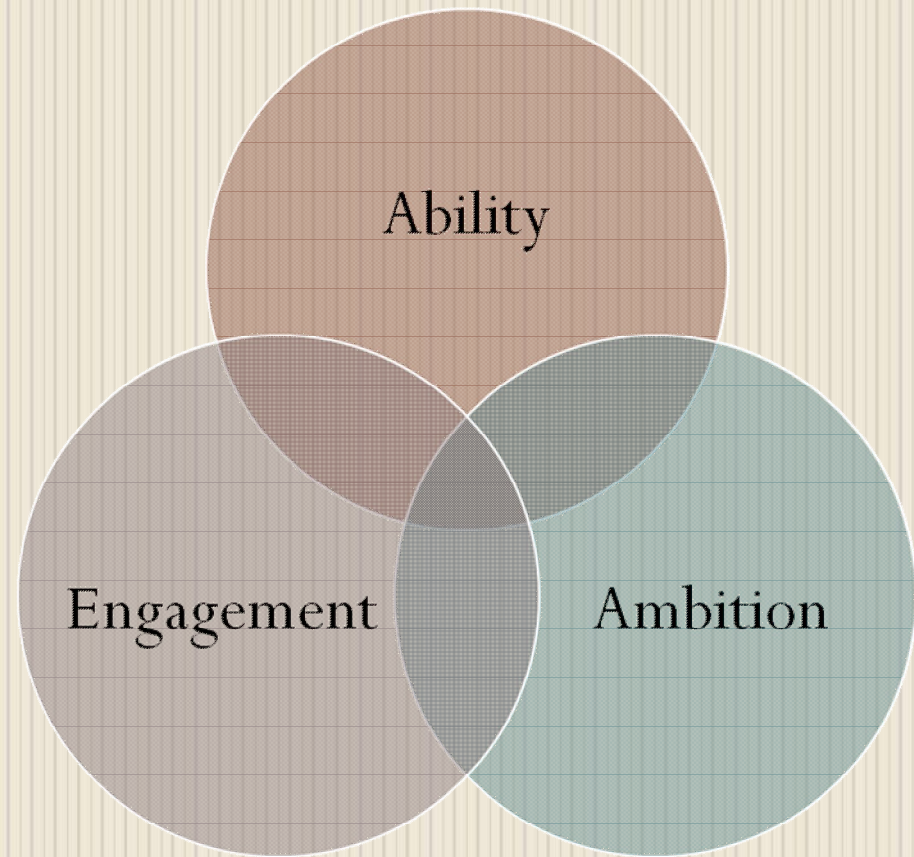
WANTED

Future leaders of the
Midwifery Profession.

Must have ability.....

Be positively engaged

And demonstrate clear
ambition

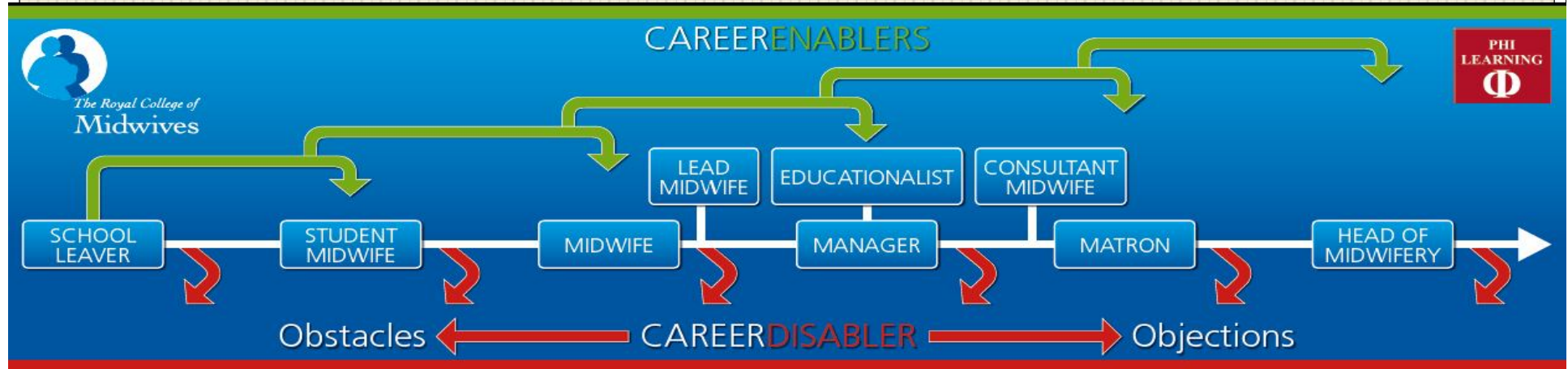


The Future Midwifery Leader



From	To
A generally responsive workforce which interacts with other members of the maternity care team only when needed	A situation where we can influence, lead and co-ordinate women-centred services.
A role that is usually associated with low-risk women, hospitals and assisting at the birth of babies.	A clearly identified, but broad role that also takes the socially-excluded and high-risk groups with complex needs into account.
A career choice for nurses and an easy route to a university education.	A positive graduate career choice for young and mature men and women with wide access and high standards.
A career pathway that is hospital-based and geared towards the way services are provided at the moment.	A well-educated, trained and skilled workforce with a dynamic career pathway that is fit for purpose.
A profession that can demonstrate its value in part.	A profession that can demonstrate its value through outcome data.
Having variable leadership	Being effective leaders.

The Midwifery Career Line



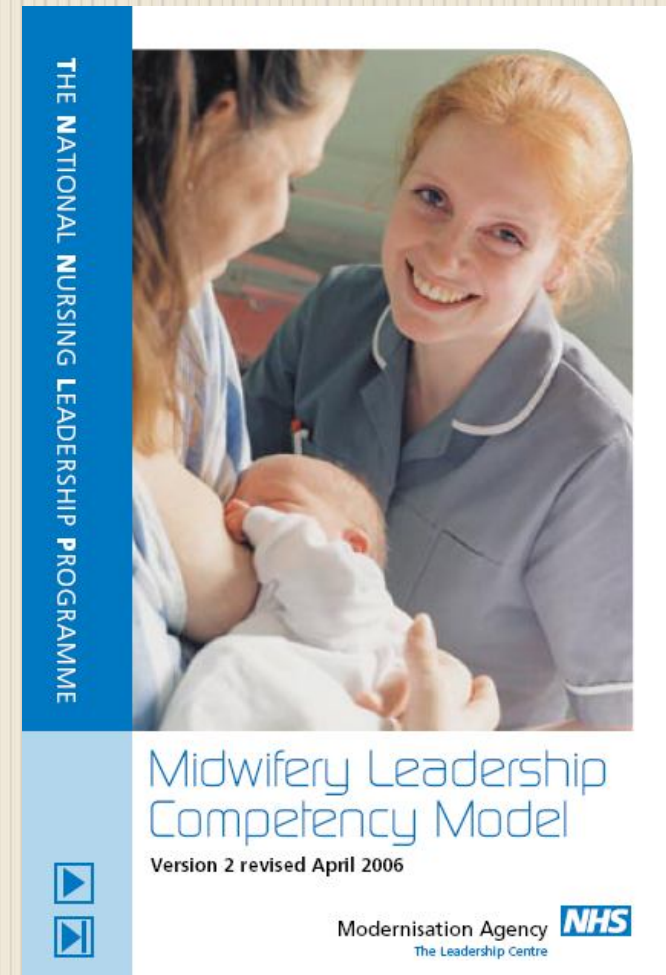
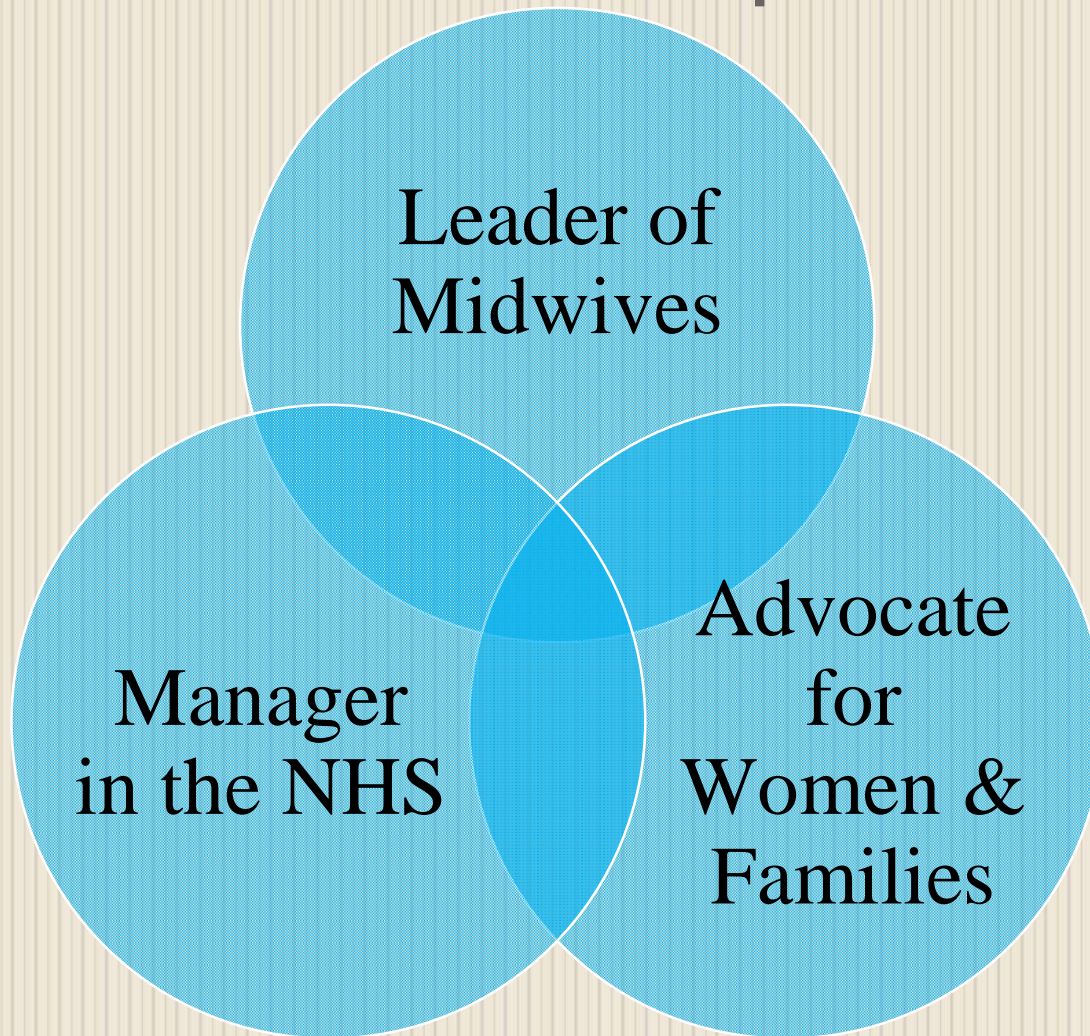
CURRENT POSITION?



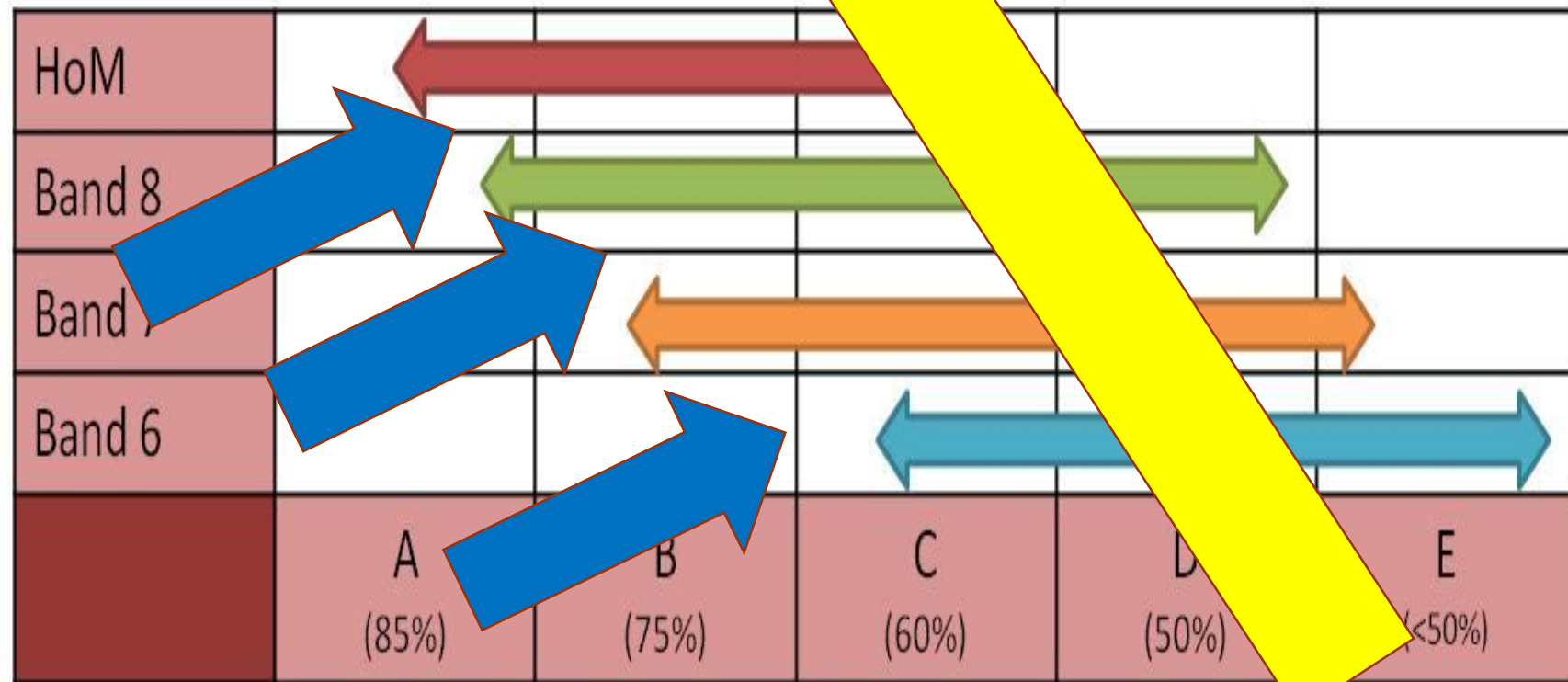
DESIRED POSITION?



Career Competencies



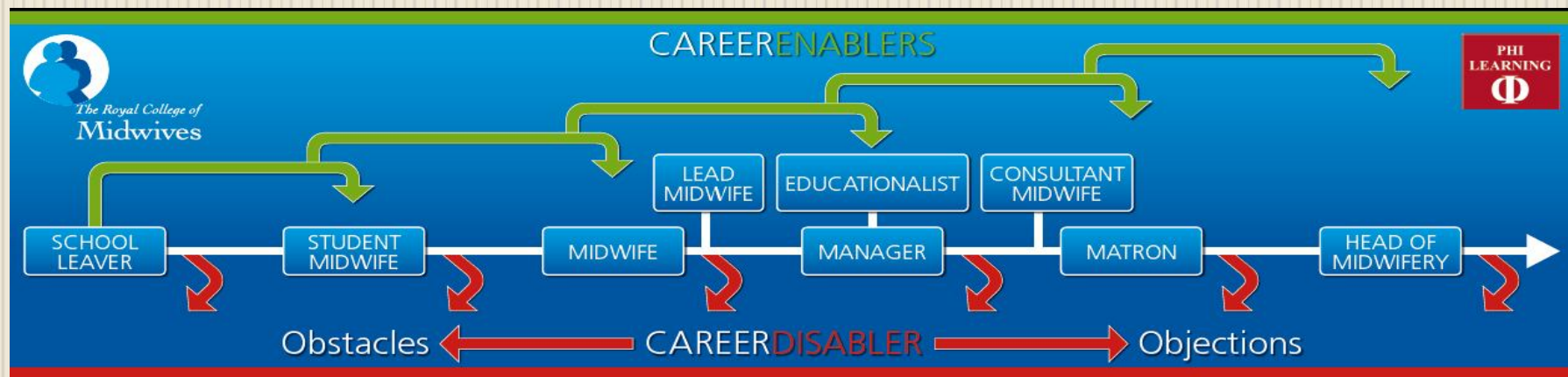
Progressive or Step Competencies?



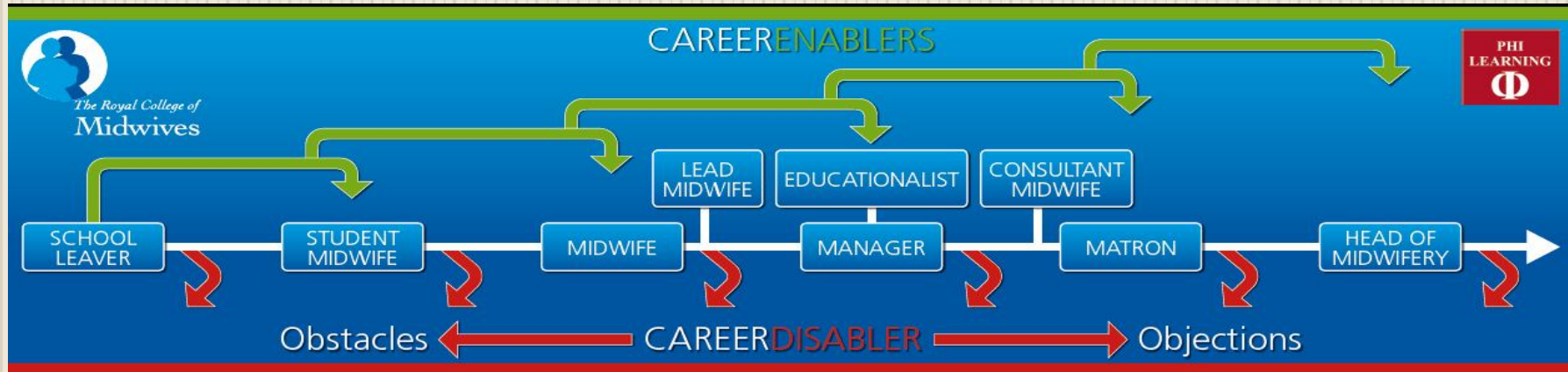
Career Enablers

What can practically be done to better enable career progression within the profession:-

- At a personal level?
- At an organisational level?



Career Disablers

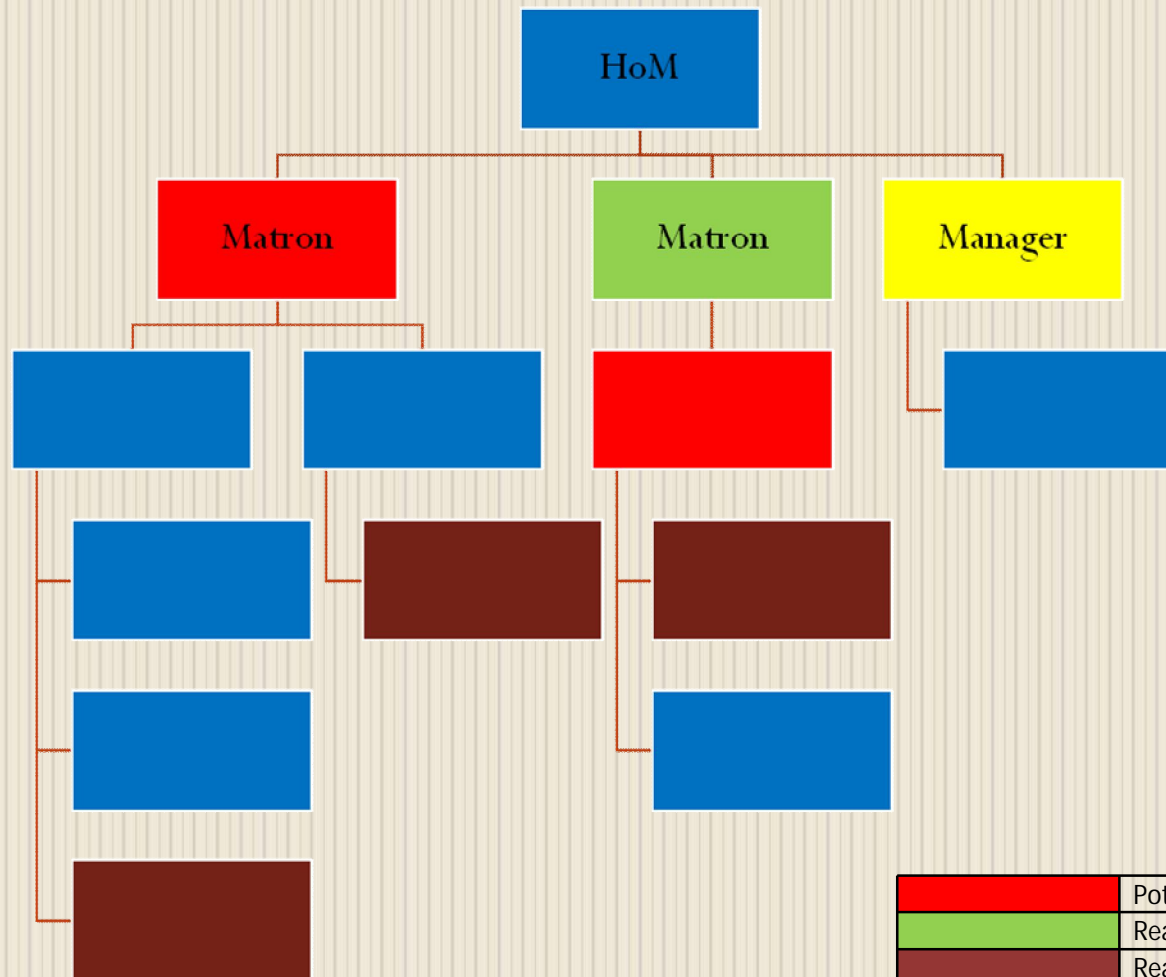


What are the disablers that prevent career progression within the profession?

To what extent are these:-

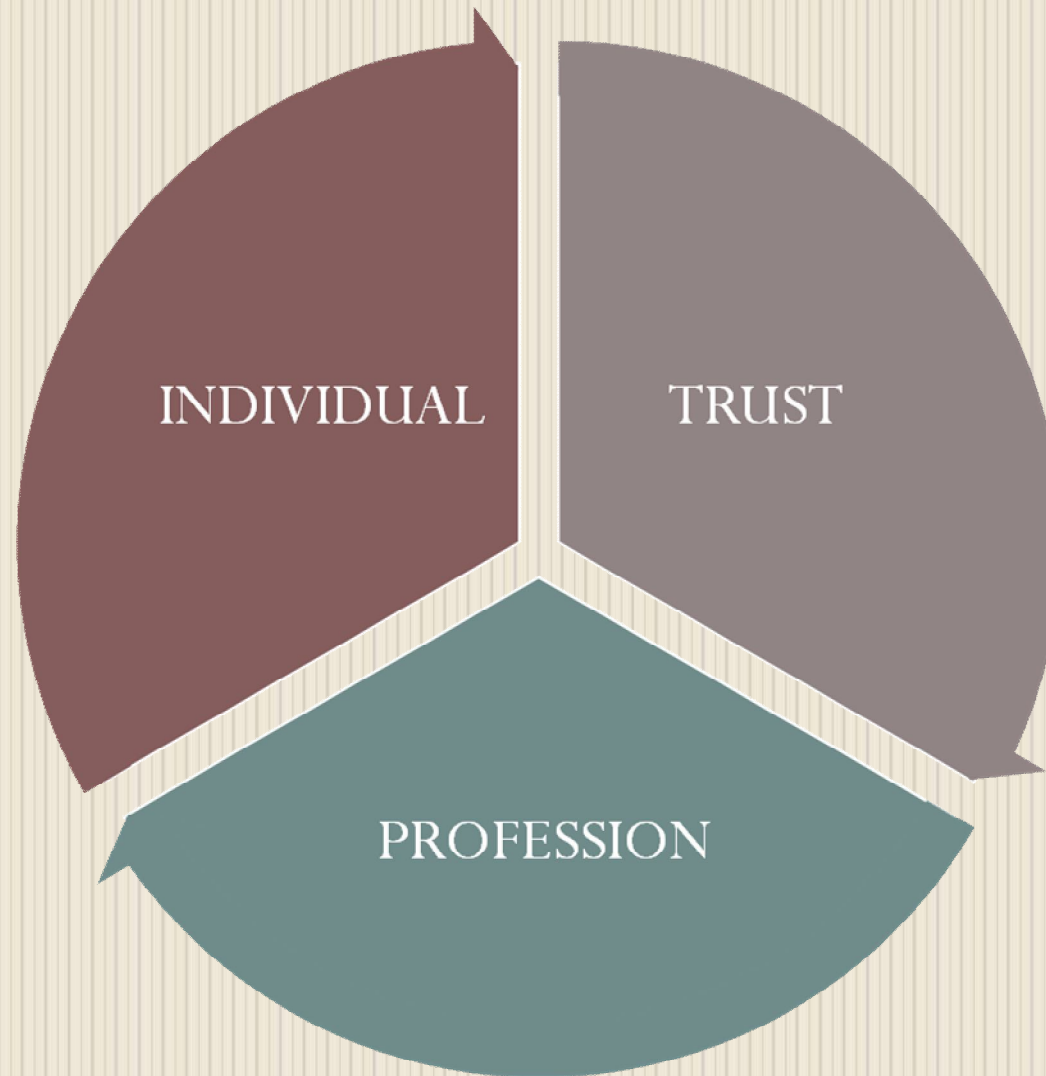
- Obstacles – tangible “real” barriers?
- Objections – intangible “psychological” barriers?

Structural issues impact on Ambition



	Potential Blocker
	Ready to Move Now
	Ready to Move Within 2 Years
	Appropriately Placed Now
	Key Development Role

A Partnership Approach





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