

# Mercy Health Leadership Capability Framework



## What is the Framework?

The Framework has six core leadership capability clusters and articulates the behaviours that current and emerging leaders should aspire to exhibit at each stage of their career journey within Mercy Health.

## How can the Framework help me?

The Framework provides a clear pathway for employees to support career development, values alignment and mission formation.

## Why do we need the Framework?

The Framework builds leadership capability and capacity to meet the future viability of Mercy Health and our strategic direction.

# Empower your people

Mercy Health empowers each and every employee to be a leader. No matter what your role or where you work, the Framework supports you to reach your leadership potential.



## Three ways the Framework can support your leadership capability

1. The Framework sets the leadership expectations required of our people and can be used to assess cultural fit and alignment during the recruitment and selection process.
2. As part of performance development, the Framework can be used to assess leadership capability and to identify gaps, which inform opportunities for individual development and career progression.
3. The Framework aligns Mercy Health leaders to mission, vision and values including articulating the mission formation activities available to you at various stages of your career.

### Performance

Ensure performance is aligned with internal/external stakeholder needs and seeks to exceed expectations to deliver compassionate and responsive care to those in need.

### Growth & Sustainability

Give consideration to social, economic and environmental demands to support growth and strengthening of our position as an efficient, effective and responsive provider of health, aged and community services.

### Self-development

Build our organisational capability to support a highly skilled and diverse workforce as well as a culture of continued learning, self-development and engagement.

### Advocacy

Advocate for the vulnerable and disadvantaged to provide access to quality health, aged and home care services.

### Innovation

Support research, training and continuous improvement to remain competitive and responsive to the emerging needs of those whom entrust us with their care.

### Collaboration

Strengthen the provision of our services by developing collaborative and cooperative relationships with internal and external stakeholders including Mercy ministries, community, government and catholic affiliates.

Which capabilities are required as part of your role? Refer to the framework to find out more:

[MercyNET/People & Learning/Organisational Development](#)