

Stephanie Slater MSc BSc DipCOT SROT

Location: Muritai, Wellington. New Zealand.

Date of Birth: 17/06/1964

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Synopsis

I have had a successful career, of 33 years, where I have managed large service delivery teams and budgets. I effectively prioritise and delegate an extensive workload.

Within each role I have provided leadership and have a proven track record of developing staff and using performance management as a positive process. Ongoing training has augmented the supervision and coaching I have continuously provided throughout my career.

My core leadership skills are directly transferable to other sectors, and include;

- people leadership
- change management
- customer-focused service delivery
- valuing the individual through all aspects of employment processes
- working collaboratively across the system towards a set of shared outcomes
- achieving continuous quality improvements within a financially constrained environment

I have a highly adaptable and innovative approach, am a quick learner, and will bring new ideas to whatever I tackle.

Work History

June 2016 to present Veterans' Affairs, NZ Defence Force. Team Leader Rehabilitation (9 day fortnight)

Leading a team of 4 rehabilitation advisors who ensure quality treatment and rehabilitation are purchased for veterans, within the constraints of the Veterans' Support Act 2014. Working with younger veterans to design services they need. This then informs the evolution of staff and processes to change the provision the new Act requires.

Key Achievements

- Coach staff to work in a new type of role, utilising their full range of skills and enabling them to participate in developing an innovative service.
- Drive the development and implementation of the Veteran Rehabilitation Strategy.
- Developed and run a program for the first occupational therapy student placement in this non-traditional role.

October 13 to June 2016 Wairarapa and Hutt Valley District Hospital Board (DHB)
Operational and Professional Leader Occupational Therapist

This is a budget holding role managing 27 occupational therapists and professionally leading 45 occupational therapy staff in two DHB's.

Key Achievements

- I have developed a high-performance culture within the service through a combination of setting clear expectations, coaching and developing staff and rigorous performance management. Examples;
 - One staff member felt supported in the major step of remove their name from their professional register.
 - I identified a newly qualified staff member who I mentored and they were recruited to my role a year after I left.
 - I proactively tackled a bullying situation.
- Led across the allied health teams to engage in changing ways of working, using the "switch". This culminated in a collaborative single assessment format that;
 - enhanced the patient experience
 - reduced the resource costs
 - while improving the quality of assessment.Staff felt confident to allow others to complete part of their role.
- I have written, reviewed, enacted and audited a range of company policies and procedures that distil legislation and national guidelines into documents that promote safe practice. These include;
 - 3DHB Allied Health Job Description
 - Assistants working at the top of their scope.

February 2012 – October 2013 ABI-Rehabilitation New Zealand, Occupational Therapist

This clinical role in acquired brain injury was leading the new ACC vocational contracts, Training for Independence and Concussion contracts.

Key Achievements

- My first post in New Zealand required a rapid understanding of the New Zealand Health Care System, in part by considerable liaison with ACC, GP's and other stakeholders.
- I recruited several staff from abroad and I had to induct them into the New Zealand system including the professional accreditation system.
- Supporting a UK physiotherapist and occupational therapist to complete the UK audit process to maintain their UK registration.
- Designed and lead Careerforce training for assistants.
- Increased revenue (via growing referral numbers) to employ an additional 2.5 FTE.

November 2004 – January 2012 Manchester Royal Infirmary (UK), Clinical Lead Occupational Therapist and Team Leader

Managing a team of 20 staff from a range of allied health professions. Clinical specialist in the psychosocial aspect of cardiac rehabilitation and intensive care rehabilitation.

Key Achievements

- Fostered a safe environment to encourage staff of divergent disciplines to work collaboratively. This including supervision of several disciplines.
 - Human Resources commending my process of completing performance management of an occupational therapist who chose to leave the profession.
 - Produced a Business Case for an Advanced Practitioner role which led to me successfully completing my Masters in Advanced Practice.
 - Setting up occupational therapy intensive care unit service, a new concept.
 - Organising and ran a conference on Congenital Heart Conditions.
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January 2005 – August 2011 A Chance For Life (Private Practice), Occupational Therapist Advanced Practitioner and Case Manager. (Concurrent with the above)

Case Manager for patients with acquired brain injuries.

Key Achievements

- Produced high quality and timely medico legal and settlement reports.
 - Priorities the varied needs of the patient, family, their support teams and crisis manage in a high risk area.
 - Co-ordinated several disciplines across statutory services, education, solicitors and private practitioners.
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August 1993 – May 2004 Locum/contracting Occupational Therapist

Once I had solid post grad experience I chose to be as a locum to work across different service delivery and management styles, while using my strength of learning new systems rapidly. The contracts varied for 3 months to two years, mixed clinical and managerial roles. I was often asked back or contracts extended by the same organisation.

Key Achievements

- Employed to make cultural change and managing all aspects of teams, up to 17 staff. This included individual supervision and performance reviews of staff.
- Quickly adapt and learn to new environments, bringing innovation from the variety of settings I have worked in e.g. risk matrix.
- Producing a successful business cases for a new service.

Significant Education/Qualifications

- MSc Advanced Practice (Health and Social Care). Completed as an expert practitioner in cardiac rehabilitation with core diagnostic skills developed in anxiety and depression. Obtained September 2008. This qualification was a mixture of business and clinical skills.
 - BSc in Occupational Therapy. Queen Margaret University College Edinburgh. Obtained July 2001.
 - American Occupational Therapist Registered OTR. Obtained 20/4/1998.
 - Diploma College Occupational Therapy. Derby College of Occupational Therapy. Obtained 22/01/1986.
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- Occupational Health – Physiotherapy Conference (Mental Wellbeing) 2019
 - Psychology Conference 2019
 - Introductory Te Reo and Te Rito Courses 2019
 - PRINCE 2 Practitioner 2017
 - Xceler8 leadership course 2015
 - group project on improving access for Pacific people to appointments
 - Foundation in Leadership Coaching Programme 2009
 - Motivational Interviewing 2007
 - Fieldwork Educators Course 2005
 - Recruitment and selection/ equal opportunities training 2001
 - Myers Briggs 1995
 - Standards and Audit 1992
 - Telephone Counselling 1991
 - Intermediate Clinical Supervision 1990
 - Certificate in Counselling Skills 1989
 - Basic Clinical Supervision 1987

References

References are available on request