

FREE WEBINAR · WEDNESDAY 9 SEPTEMBER 2026 · 12:00–1:00PM

Clinical Leadership Development Programme

An ARC pathway from Registered Nurse to Clinical Manager

Talent Grid Limited
www.talentgrid.co.nz · info@talentgrid.co.nz

WELCOME

Before we start



Recording

This session is recorded. The recording goes to everyone who registered — including no-shows.



Questions

Drop questions in the chat as they come to you. We've set aside time at the end to get through as many as we can.



An hour of your time

We know most of you are coming off a shift, or going onto one — thank you.

WHO WE ARE

The people behind it

Nurses who have spent their working lives in aged residential care.

Facility Managers, Clinical Managers, Clinical Directors, IPC Leads, Quality Managers, Nurse Practitioners.

These are the people who built this programme, and the people who will be supporting you.

Speakers of the day



Barbara

50 years in nursing

RN, Clinical Manager, and Facility Manager. Has trained, mentored and watched generations of nurses step up.



Blessy Jacob

Nurse Manager, ARC · Programme creator

Two decades in health, in a range of leadership roles including Clinical Manager and Facility Manager. Built this programme because it didn't exist.

Good on the floor, stuck at the step

1

Arriving

Came to NZ as an internationally qualified nurse. Good nursing skill didn't transfer automatically — systems, documentation, communication style all had to be learned.

2

Stuck at the step

Excellent RN on the floor — but no idea whether ready for Clinical Manager. Asked mentors. Nobody had a proper answer. No clear pathway existed.

3

Stepping up anyway

Stepped up without preparation. Struggled, doubted, learned the hard way. Good mentors got her through — many nurses don't get that, and don't make it through this stage.

4

The other side

Became confident enough to run a facility. Nurses started asking her the same questions — she could only help in an unstructured way. So she built a pathway.

THE QUESTIONS I ASKED

Am I ready?

Do I know everything a Clinical Manager actually does?

Could I lead people I have worked beside?

Do I know how to run an audit?

What do I say when a family complains?

What does the role look like, across every area?

Who do I ask when I do not know?

Do I know the tools to build and run the systems?

Will I still be a nurse, or just paperwork?

I was good on the floor. I had no idea what the Clinical Manager did in each of those areas.

So what is stopping you?

Put it in the chat.



THE SIX MODULES

Talent Grid Clinical Leadership Programme

Six modules, one pathway — covering the whole clinical leadership space.

1

Leadership & conflict management

Including difficult conversations

2

Events & clinical indicators

Trend analysis to governance reporting

3

Infection prevention & control

Auditing, coaching, outbreak response

4

Clinical files & care planning

File audits and corrective actions

5

Restraint minimisation & safe practice

Chairing reviews, evidencing practice

6

Medication management & controlled drugs

Capstone systems audit

What the programme looks like

3

months

6

modules

4–6

hrs / module

0

days off the floor

That is one module a fortnight — about two to three hours a week.

Done in your own time, around your roster.

MODULE 1

Module 1, on a real shift

The conversation everyone recognises — and the three ways it usually goes.

Blame

*“Well, the night staff never do it either.”
Suddenly you're discussing the night staff, and
the original point has disappeared.*

Tears

*They cry. You feel terrible, you apologise, and
you walk out having achieved nothing.*

Silence

*They go quiet. You fill the silence — and talk
yourself out of your own point.*

Not because you're bad at conversations — because nobody has ever given you the tools. We give you the tools: a structure for planning, opening lines that work, and when to hand it to your Facility Manager.

Why Talent Grid

What you get

- Fully online — study around your roster
- No days off the floor
- Act as a Clinical Manager from day one, in your own service
- Tools to run a facility: audit checklists, conversation frameworks, observation and reporting templates
- Yours to keep and use in your own service, from week one
- Online mentorship the whole way through
- Assessors supporting you, not marking you
- Certificate on completion
- Built and taught by nurses who have done the job in ARC

Your certificate, in an interview

“Have you worked as a Clinical Manager?” — before, the honest answer is often no. After this, you can talk about the audits led, the coaching delivered, the corrective actions owned.

Two candidates, similar clinical experience. One completed a programme built for aged residential care and can talk you through what they did. Which one gets the job?

ASK YOUR FACILITY

The fee, and who pays it

Many facilities will fund it. This sits squarely inside a professional development budget — ask your manager to support you.

What the facility gets in return

- Audit readiness support, while they're still learning
- Difficult conversations that currently land on the Clinical Manager, handled
- Coaching and support for the wider team
- Someone ready to step in — instead of recruiting externally under pressure

The course fee

\$500

on or before 19 September 2026

\$999

from 20 September 2026

First cohort begins 17 October 2026

Afterpay, instalments and split payments available

To enrol: talentgrid.co.nz — the link is in the chat.

Need information to send your manager? Touch base with us and we will send it for you.

Questions

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Thank you

Ngā mihi nui

Enrol at [talentgrid.co.nz](https://www.talentgrid.co.nz) — link in the chat.

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