

# Future Leaders Program

## Eligibility and Selection

### Introduction

This document outlines the eligibility requirements, the selection criteria and process designed to choose applicants for the Future Leaders Program (FLP).

This document describes both essential and preferred criteria that candidates should meet to be considered for the program. Additionally, it provides an overview of the selection process, ensuring transparency and clarity for all applicants.

We are committed to selecting individuals who not only demonstrate the necessary skills, knowledge and attributes but also align with the RACGP values and vision for the future.

### Eligibility

1. The applicant is a current Fellow of the College and has held at least three years of continuous membership since completing their fellowship at the start of the program.
  - a. This criterion ensures that candidates have a demonstrated level of experience and commitment to general practice and the college. Considering the FLP is a fully funded program, requiring a minimum of three years of continuous membership ensures we can select individuals who have not only advanced their clinical skills and gained valuable insights into the complexities of healthcare delivery but also demonstrated a commitment to the college. Current Fellowship status is a requirement for all Leadership Development Programs within RACGP.

### Essential selection criteria:

1. The applicant can demonstrate involvement in leadership positions, such as in clinical teams, committees, or professional organisations.
  - a. This criterion seeks to identify individuals who have actively engaged in leadership roles, demonstrating a pre-existing desire for leadership, and likelihood that they can collaborate, communicate effectively, and drive initiatives in various settings. Further, candidates with proven leadership experience are likely to contribute meaningfully to discussions and projects within the program, enhancing their peers' learning experiences.
2. The applicant agrees to fully participate in the program, including attending all required webinars, meetings, workshops which are two hours per week for the duration of the

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- program. Attend in person, the two-day, face to face launch, and two-day face to face mid-year activity, noting travel and accommodation are a personal cost not covered by the program.
- a. This criterion ensures that applicants are prepared to invest the necessary time and resources into their professional development. By stipulating attendance at weekly sessions and the face-to-face events, we set the conditions for a cohesive learning environment where participants can build relationships, engage in meaningful conversations, and collaborate effectively. Understanding that travel and accommodation costs are the responsibility of the participant further ensures that selected candidates are genuinely dedicated and fully informed.
3. The applicant must present an initiative/project that presents a vision for improving general practice or advancing the College.
    - a. This criterion emphasises the importance of innovation and forward-thinking. By requiring applicants to present a specific initiative or project, the RACGP can identify candidates who are not only aware of the challenges facing the College and/or healthcare more broadly but also motivated to develop practical solutions. Further, all attendees must have a project ready to discuss and apply their learning to throughout the year.
  4. Applicants must demonstrate a genuine interest in the program and the RACGP by articulating how their personal values align with the RACGP Vision and Mission, their long-term career goals within the RACGP, and how they envision contributing to General Practice more broadly in the future.
    - a. This criterion assesses the alignment between the applicants' values and the mission of the RACGP, ensuring that selected candidates are not only qualified but also committed to the College's objectives. Encouraging candidates to articulate their long-term career aspirations and how the program supports these goals, gives a sense of the candidate's vision for the future and how the College fits within this. Additionally, understanding how candidates plan to contribute to general practice more broadly allows the selection committee to identify individuals who are passionate about advancing the profession and improving community health outcomes more broadly.

### Desirable / non-essential criteria:

1. The applicant has experience in diverse clinical settings, e.g. rural, hospital, etc.
  - a. Candidates with varied experiences generally have enhanced adaptability and problem-solving skills, which are essential for effective leadership. By selecting a cohort with diverse backgrounds, the program can benefit from a rich exchange of ideas and strategies, ultimately contributing to more comprehensive approaches to patient care and greater peer learning opportunities.
2. The applicant has evidence of participation in further leadership or management education.
  - a. Applicants who have pursued additional education in these areas demonstrate a proactive commitment to enhancing their capabilities and preparing for leadership

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roles. Such education can provide tools for effective decision-making, team management, and strategic planning strengthening the conversation and peer learning during the program. Conversely, applicants with too much external education may not benefit from the program so knowing the applicant's further education level is essential.

3. The applicant has demonstrated commitment to teaching and mentoring colleagues or trainees, fostering the development of others.
  - a. This criterion seeks to identify candidates who are already actively investing in the education and support of their colleagues and trainees. This demonstrates a willingness to develop others – an essential leadership trait.
4. The applicant has demonstrated engagement in advocacy for patient care or health policy issues.
  - a. This criterion identifies applicants who are actively involved in promoting health equity, influencing policy decisions, and championing initiatives that benefit patient outcomes. A working knowledge of the challenges currently faced by the College, and the wider community health care, is vital for our future leaders.

## Application / selection process timeline

### August

- Applications are open for the entire month.
- Selection panels are appointed.

### September / October

- The Leadership Team collates the applications.
- The Program Lead conducts an initial assessment, excluding those who have not addressed the eligibility and essential selection criteria.
- Each member of the FLP Selection Panel receives a copy of the applications and independently rates the applicants, including comments prior to the panel meeting.
- The FLP Selection Panel convenes to discuss their individual recommendations and choose the 30 applicants that will be offered positions.

### November

- The Program Lead will arrange video calls with successful applicants to detail the program's next steps and confirm acceptance of their position.
- The Program Lead will provide written feedback to unsuccessful applicants.