



Working on It:

Career Design for Nurses Who Want More

CRUISING THE BARRIER REEF DEPARTING SYDNEY

09-18 September 2026 | 24 CPD Hrs



EDUCATION *at* SEA

WHAT THIS CONFERENCE IS ABOUT



This course is a transformative professional development experience designed specifically for nurses and midwives who are ready to take charge of their careers, grow their leadership capacity, and reconnect with their purpose. Delivered over nine days aboard a cruise through the Great Barrier Reef, this program combines reflective workshops, practical skill-building, and peer-to-peer connection in a relaxed and inspiring environment.

Through a mix of guided sessions and self-directed learning, participants will explore how to map their career journey, define their professional identity, design meaningful roles, and build confidence in areas like CV writing, interview preparation, mentoring, and clinical leadership. With a strong focus on real-world application, the course offers strategies nurses can use immediately to pursue growth, navigate change, and stay engaged in their development, no matter their current role or experience level.

Whether you're aiming for a leadership role, considering a career pivot, or simply seeking renewed clarity and motivation, this course will help you align your career with what matters most to you and give you the tools to move forward with confidence and intention.

Why It Matters for Nurses?

In today's healthcare environment, nurses are expected to lead, adapt, educate, and advocate, often while navigating high workloads, shifting systems, and personal career uncertainty. Yet many nurses move from role to role without ever being supported to pause, reflect, and design a career that truly fits.

This conference matters because it provides the space, tools, and mentorship that nurses rarely receive in the workplace. It helps nurses reclaim control over their professional direction, align their work with their values, and build the confidence to pursue leadership, growth, or change, on their own terms.

From understanding how to present your experience in a CV, to shaping your ideal role, leading with integrity, and staying connected to your development, this event empowers nurses not just to survive the system, but to shape it. Whether you're early in your journey, ready to pivot, or seeking purpose after burnout, this event gives you the clarity, strategy, and support to lead your career forward.

In short, it's about making your career work for you and that's something every nurse deserves.

LEARNING OUTCOMES

At this Conference, participants will:

- **Explore strategic career planning and professional identity**
Participants will develop clarity around their professional direction by mapping their career journey, aligning personal values with future goals, and identifying opportunities for advancement or realignment.
- **Develop confidence and practical tools for career progression**
Participants will gain the skills to create impactful CVs and applications, strengthen interview performance, and define their ideal role to support future career decisions and transitions.
- **Apply leadership strategies to navigate change, pressure, and team dynamics**
Through practical, scenario-based learning, participants will enhance their capacity to lead with resilience, delegate effectively, manage operational challenges, and influence collaborative team outcomes.
- **Build sustainable growth practices through mentoring, self-awareness, and goal setting**
Participants will explore the value of mentoring, learn how to structure effective mentoring relationships, and establish habits to maintain professional momentum and personal development beyond the event.

YOU WILL ALSO LEARN

- Strategic career mapping
- Career identity and alignment
- What would your ideal role look like
- Work culture and responsibilities to flexibility, mentorship, impact, and leadership opportunities
- Essentials of CV and application writing
- How to translate your clinical and leadership experience into a strong, well-structured CV and cover letter.
- Interview strategy, exploring what makes an authentic and impactful impression
- Putting yourself forward purposefully and powerfully
- What employers are really looking for in nursing applications
- **How to create a CV that's not only well-structured and professional but also tells your unique story**
- The most common mistakes nurses make on their applications
- Fundamental interview etiquette and best practices to make a lasting impression
- Mentoring relationships that support both professional growth and personal wellbeing
- Practical tips and techniques for navigating challenging conversations successfully
- The concept of micro-goals, simple, achievable actions that build consistency and explore realistic accountability strategies
- The tools and confidence to deliver constructive feedback and set boundaries
- The core concepts of the Colour Spectrum model, designed to build awareness of personality-driven communication styles
- How their personal colour blend influences communication, leadership, and relationships at work
- On the impact of language how words, tone, and delivery style can either build connection or create disconnection in a team
- Practical tools and permission to lead from where you are
- Most powerful leadership tools you have: the pause
- Building a career that reflects who you truly are
- The importance of emotional intelligence, self-awareness, and understanding
- What it really means to be a strategic thinker in the day-to-day realities of healthcare
- How stress affects our decision-making and leadership style

"My career has developed to a grade 7 level as a direct result of the support you have given me! Thank you for inspiring me greatly and allowing me to grow." – S.J, Nurse Educator

DETAILED ITINERARY

DAY 1: 09/09/2026 | Depart Sydney | 1630

1630: We set Sail: Make sure you are on deck to say bon voyage. Considered one of the most cosmopolitan cities in the Southern Hemisphere, Sydney offers so much—from beaches and wineries to stunning landmarks and world-class shopping.

As Australia's oldest city and one of the world's most culturally diverse, Sydney offers something for everyone—from global cuisine and fascinating museums to **rich history and lively local pubs. Don't miss The Rocks, a charming harbourside precinct** filled with shops, historic buildings, and character around every corner.

1700 - 1800: Conference Registration and Welcome Function

Enjoy this opportunity to mingle with the other attendees at the complimentary drinks and Conference Registration function.

All delegates are required to attend the Conference registration session to collect their Conference pack and confirm registration details to ensure the correct issuing of their CPD certificate.



DAY 2: 10/09/2026 | Conference Day

0800 – 0930: Plotting the Course. Strategic Career Mapping and Career Identity Alignment

Your career is more than just a series of roles. **It's a journey that deserves both direction and alignment.** In this reflective and practical 90-minute session, **you'll step back from your day-to-day role and reconnect with who you are as a professional, what motivates you, and where you want your career to go.**

We begin with strategic career mapping, helping you chart your career to date highlighting pivotal roles, proud moments, and lessons learned. This activity not only surfaces gaps and growth points but also creates clarity around your next steps, whether you're seeking growth, pivoting, or re-aligning.

Next, we explore career identity and alignment, diving into the values, strengths, and experiences that shape how you show up in your work. Through guided reflection, **you'll uncover your "why," identify moments when you've felt most fulfilled, and begin to define what a satisfying and sustainable career really looks like for you.**

By the end of this session, you'll have greater clarity about your past, insight into your professional identity, and a values-aligned vision to guide your next career move, whether that's a promotion, a new role, or a reinvestment in where you are now.

0930 – 1000: Break

1000 – 1100: Designing Your Ideal Role

What would your ideal role look like, if it truly reflected your strengths, passions, and values?

In this creative, forward-focused session, participants will step outside their current job titles and imagine a professional role that truly fits. Whether you're exploring a clinical niche, considering leadership, or craving more balance and purpose in your day-to-day work, **this workshop will help you get clear on what you want more of and what you're ready to leave behind.**

You'll be guided through a process that invites you to define your dream role in practical, meaningful terms. From work culture and responsibilities to flexibility, mentorship, impact, and leadership opportunities, **you'll sketch out the role you'd love to grow into, even if it doesn't exist yet.**

After mapping your ideal, you'll explore what's realistic for right now, and what could become possible over the next 1–3 years. Together, we'll look at small shifts, intentional moves, or advocacy strategies to bring more alignment into your career.



1100 – 1230: Putting Yourself Forward – CV & Interview Essentials

Whether you're applying for your next role or stepping into an interview panel, presenting yourself with confidence and clarity is key. This 90-minute workshop combines the essentials of CV and application writing with the practical tools needed to succeed in interviews without the stress or guesswork.

We'll begin with a focused session on how to translate your clinical and leadership experience into a strong, well-structured CV and cover letter. You'll learn how to highlight your strengths using the right language, structure, and keywords and how to tailor your application for different roles, whether clinical, leadership, or academic.

Then, we'll shift into interview strategy, exploring what makes an authentic and impactful impression. You'll learn how to answer behavioural and situational questions with clarity, avoid common interview pitfalls, and build rapport through effective non-verbal communication. Using sample responses and group discussion, **you'll identify what works and what doesn't when it comes to showing your impact under pressure.**

By the end of this session, you'll walk away with greater confidence in how to frame your value on paper and in person, plus a list of values-aligned questions to ask at your next interview. It's about putting yourself forward purposefully and powerfully.

1230 – 1430: Lunch

DAY 2 CONTINUED: 10/09/2026 | Conference Day

Afternoon Self-directed Activities

The online library is provided to attendees one week before the sail date and two weeks after the conference has finished. Attendees can watch the sessions at any time during that period.

Webinar – Standing out in the Job Market: CV Writing

Are you submitting application after application without hearing back?

You're not alone. In Australia's rapidly evolving healthcare sector, standing out among dozens or even hundreds of applicants take more than listing your qualifications and hoping for the best. Whether you're pursuing your first graduate nurse role, stepping into a leadership position, or exploring a new area of practice, your CV and cover letter are your first impression, and they need to do more than just tick boxes.

In this value-packed 30-minute webinar, award-winning nurse leader and CEO of The Hive Nursing Development, Lisa Lucas, will share her insider knowledge on what employers are really looking for in nursing applications.



With years of experience reviewing CVs and interviewing candidates across various Australian health sectors, Lisa brings practical **advice that goes beyond the basics. You'll learn how to create a CV that's not only well-structured and professional but also tells your unique story.** Discover how to craft a personalised cover letter that resonates with hiring managers and reflects your strengths, values, and passion for nursing. The session will also highlight the most common mistakes nurses make on their applications mistakes that can cost you an interview and how to fix them.

But it doesn't stop at paperwork. Lisa will also provide proven interview tips to help you move from shortlisted to selected, including how to prepare strong STAR-format examples and ask smart questions that show initiative.

This webinar is a must-attend for nurses and midwives who are ready to take their next career step with confidence, clarity, and a competitive edge. Whether you're re-entering the workforce or climbing the leadership ladder, you'll leave with tools to position yourself as the standout candidate you truly are.



Webinar – Mastering Interview Preparation: Research, Readiness, and Confidence

A successful interview starts long before the conversation begins. This presentation will guide participants through a structured process to maximize their chances of success in any interview setting.

Attendees will learn how to conduct effective research on the Health Service, unit and role, to demonstrate informed enthusiasm. We will cover strategies for organizing interview notes, key talking points, and responses to common questions.

Additionally, participants will reflect on their unique value and how to articulate their strengths with confidence.

Finally, we will discuss fundamental interview etiquette and best practices to make a lasting impression. By the end of this session, learners will have a clear roadmap to prepare thoroughly and approach interviews with assurance and professionalism.

Objective:

To equip learners with a step-by-step process for pre-interview preparation, ensuring they enter interviews confident, prepared, and ready to succeed.

1800 – 1900: Networking Session

Join us at the designated meeting spot to catch up and discuss the events of the day. The conference Facilitators and Presenter will be at the venue to answer any of your queries.

"I'm so stoked that I decided to work with you. I feel like whatever happens, I've been able to put the best me on paper. Thank you again. I'm really really happy." – K.V, Nurse Educator

Morning Self-directed via the Online Library

The online library is provided to attendees one week before the sail date and two weeks after the conference has finished. Attendees can watch the sessions at any time during that period.



Webinar – Mentoring that Matters

In today's often overwhelming healthcare system, mentorship isn't a luxury, it's a lifeline.

Nurses and midwives are seeking guidance, connection, and clarity more than ever before. Whether you're early in your career or stepping into leadership, the right mentoring relationship can change everything.

This empowering webinar, *Mentorship That Matters*, is designed for nurses and midwives who want to build meaningful mentoring relationships that support both professional growth and personal wellbeing. Hosted by Lisa Lucas, award-winning nurse leader and founder of The Hive Nursing Development, this session cuts through the fluff and delivers clear, practical insight into how to attract a mentor, be a mentor, or build a culture of mentorship around you.

Together, we'll explore what effective mentorship really looks like in the nursing profession, how it differs from coaching, and why this distinction matters when you're trying to move forward. You'll learn how to identify mentoring opportunities in your current environment, how to approach someone confidently and respectfully, and how to keep a mentoring relationship healthy, purposeful, and aligned.

Lisa brings her own experience as both a mentor and mentee, as well as lessons learned through years of supporting nurses through mentoring programs, career transitions, and leadership development.

You'll walk away not only with practical strategies, but also with renewed belief in the power of connection to elevate your career and sustain your passion for nursing. Whether you're craving support or ready to guide others, this is your invitation to invest in a relationship that will shape your future.

Webinar – Difficult Conversations

Difficult conversations are an inevitable part of both personal and professional life. Whether addressing workplace conflicts, giving constructive feedback, or handling sensitive topics, the ability to communicate effectively can make all the difference in achieving positive outcomes.

In this webinar, participants will explore what makes conversations difficult and how to strategically frame discussions to foster understanding and resolution. We will examine common mistakes and provide actionable strategies to avoid them. Additionally, attendees will gain valuable tips and tricks to enhance their communication skills and build confidence in handling challenging dialogues.

Key Takeaways:

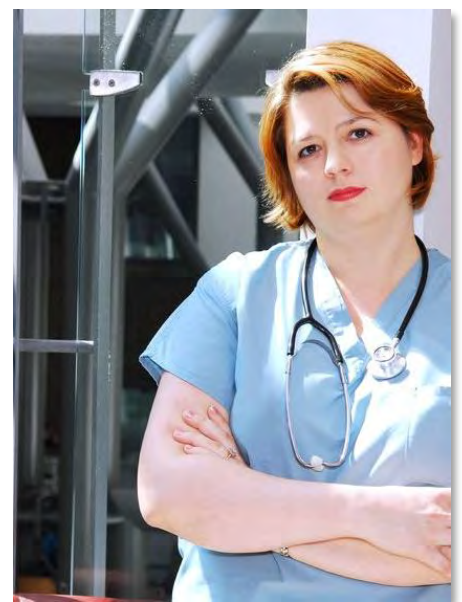
- ✓ Understanding the core elements that make conversations difficult
- ✓ How to frame discussions to encourage open and productive dialogue
- ✓ Common pitfalls and effective strategies to overcome them
- ✓ Practical tips and techniques for navigating challenging conversations successfully

Objective:

By the end of this session, learners will have a clear framework for approaching difficult conversations, equipping them with tools to improve outcomes and foster better relationships in both personal and professional settings.

Join us for an insightful and interactive session designed to enhance your communication skills and boost your confidence in handling difficult conversations!

1100 – 1230: Break





1230 – 1330: Making Mentoring Work for You

Mentoring can be a powerful tool for growth if it's aligned with your current needs and goals. In this session, you'll explore the different types of mentoring relationships (supportive, strategic, developmental) and clarify what kind of guidance you need most right now.

We'll identify ideal mentor traits, reflect on past mentoring experiences, and define clear objectives for your effective mentoring relationship.

By the end of the workshop, you'll walk away with a personalised 3-month mentoring plan or a strategy to confidently request and build a mentoring connection that works for you. potentially compromising patient care.

1330 – 1430: Managing Momentum: Staying on Track

When life and work get busy, personal and professional growth often takes a back seat. This workshop helps you stay connected **to your development by identifying what fuels your energy and what drains it. You'll gain insight into how your time is spent and where small shifts could create more capacity for growth. We'll introduce the concept of micro-goals, simple, achievable actions that build consistency and explore realistic accountability strategies. You'll leave with one focused leadership or career habit to track over the next 30 days, helping you maintain momentum without burnout.**

1430 – 1500: Break

1500 – 1600: Mastering Difficult Conversations with Colleagues: Peer & Team Dynamics

This 1-hour workshop empowers nurses and midwives to navigate challenging peer interactions with professionalism, empathy, **and clarity. Using THND's "BRAVE" Script (Breathe, Reflect, Ask, Validate, Express) participants will learn how to prepare for** difficult conversations, manage emotional escalation, and set clear boundaries without compromising relationships.

Through dynamic Roleplay Rotations, attendees will practice real-world scenarios, receive peer feedback, and build the confidence to approach conflict with calm authority and a resolution-focused mindset.

1600 - 1700: Saying the Hard Thing, Kindly and Clearly: Patient-facing & Feedback Conversations

Effective communication in healthcare requires more than clinical knowledge it demands the ability to navigate emotionally charged or sensitive situations with both clarity and compassion.

This 1-hour workshop, Saying the Hard Thing, Kindly and Clearly, is designed to equip nurses and midwives with the tools and confidence to deliver constructive feedback and set boundaries, whether in patient-facing moments or peer-to-peer professional interactions. At the heart of the session is the recognition that kindness is not the same as avoidance. In fact, when difficult conversations are avoided, misunderstandings grow, expectations blur, and trust deteriorates. This workshop empowers participants to shift from silence or sugar-coating toward honest, respectful communication that strengthens relationships and improves outcomes.



Participants will be introduced to the "CARE" Feedback Formula - Context, Action, Result, Empathy a practical tool that helps structure conversations in a way that is clear, grounded, and emotionally intelligent. The model supports professionals to communicate difficult truths while preserving the dignity and emotional safety of the listener, whether **that's a patient, family member, or colleague.**

Throughout the session, participants will explore the importance of language choices in shaping feedback, replacing blame or vagueness with curiosity and forward momentum. For example, instead of focusing solely on what went wrong, the workshop teaches strength-**based language swaps such as "What worked well + What next?" to support ongoing growth and collaboration.**

The engaging activity, Feedback Flash Practice, places participants in real-world clinical and leadership scenarios, such as **addressing a student nurse's repeated errors, managing a patient refusal, or guiding a team member who is not meeting** expectations. Working in small groups, they take turns delivering feedback using the CARE formula, receiving peer coaching and refining their delivery in real time. By the end of the session, participants will feel more prepared to speak up, offer feedback with grace, and hold essential conversations that lead to trust, accountability, and improved professional culture.

1800 – 1900: Networking Session

Join us at the designated meeting spot to catch up and discuss the events of the day. The conference Facilitators and Presenter will be at the venue to answer any of your queries.



DAY 4: 12/09/2026 | Airlie Beach | 0700 - 1600

Explore at your Leisure

The white sands of world-famous Whitehaven Beach, glass-bottom-boat day tours on the turquoise waters of the Coral Sea, high-speed catamaran joy rides. Travel to the heart of the 74 islands that comprise the picture-perfect Whitsunday Islands, an Australian treasure.

Snorkel from the Great Barrier Reef pontoon There's a multitude of tastes, sights, natural wonders, sightseeing, themed events and year-round fun to suit the whole family.

You'll find so much fun ashore and onboard:

- Full day or half day scenic must-see Queensland tours.
- Take a day trip to the Conway National Park or walk around Shute Harbour.
- Enjoy boutique shopping at the Port of Airlie.
- Take a boat ride and cruise Whitsunday Islands, coves, and coral reefs.
- Experience a jet boat or jet ski or go ocean rafting.

1800 – 1900: Networking Session

Join us at the designated meeting spot to catch up and discuss the events of the day. The conference Facilitators and Presenter will be at the venue to answer any of your queries.

DAY 5: 13/09/2026 | Cairns | 0930– 1800

Explore at your Leisure

Visit the coastal city of Cairns and enjoy a smorgasbord of fun and adventure. Daintree Rainforest tours are the ideal way to experience the ecosystem of the wet tropics of Queensland (a UNESCO World Heritage Site). Go snorkelling on the Great Barrier Reef, experience the Kuranda Scenic Railway and Skyrail, or have a tropical rainforest nature park adventure. A day trip to Cairns itself is always worth it, with amazing shopping on the Esplanade and scenic walks that will blow you away.

Experience stunning far North Queensland:

- Browse the numerous art galleries and restaurants.
- Discover the local cultural and historical sites.
- **Visit Cooktown, which is home to the 'James Cook Museum'**

1800 – 1900: Networking Session

Join us at the designated meeting spot to catch up and discuss the events of the day. The conference Facilitators and Presenter will be at the venue to answer any of your queries.

DAY 6: 14/09/2026 | Cruising Willis Island | 1100 – 1200

Explore at your Leisure

This tiny island, located 450 kilometres east of Cairns, is home to fascinating wildlife, as well as a manned Australian Bureau of Meteorology weather monitoring station. While the cruise does not include a stop at Willis Island, you can catch glimpses of its natural beauty from the comfort of the ship. As you sail by, you'll have the opportunity to witness some amazing wildlife that calls this island home, including wedge-tailed shearwaters and sooty terns.

1800 – 1900: Networking Session

Join us at the designated meeting spot to catch up and discuss the events of the day. The conference Facilitators and Presenter will be at the venue to answer any of your queries.

Morning Self-directed via the Online Library

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Webinar - Leading from the Floor: Everyday Influence Without the Title

In this webinar, we explore one of the most powerful truths in healthcare leadership: **you don't** need a title to lead. **Leadership isn't reserved for Nurse Unit Managers or executives it lives in** the everyday actions, tone, and choices of frontline nurses and midwives who influence their teams from the ground up.

You'll hear how informal leaders, those without formal authority can shape team culture, support peers, advocate for safety, and uplift morale just by showing up with intention. From language choices and micro-behaviours to emotional presence during high-stress moments, we break down how small, consistent acts of leadership make a lasting impact.

Whether you're an early-career nurse, a seasoned clinician avoiding formal leadership roles, or someone looking to amplify your influence without changing jobs, this webinar will leave you with practical tools and permission to lead from where you are.

You'll walk away with:

- A new definition of leadership that doesn't depend on rank
- Examples of language and behaviours that build peer trust and respect
- Tips for growing your credibility and presence in a way that feels authentic
- Encouragement to own your influence, even when no one's calling you "manager"

Because real leadership isn't about hierarchy it's about how you show up, especially when it counts.

Webinar - The Pause that Powers Great Leaders: Mindful Communication & Self-Leadership

In the fast-paced world of healthcare, leadership often feels like a race decisions are made on the fly, quick reactions to crises, conversations stacked back-to-back. But in this episode, we explore one of the simplest yet most powerful leadership tools you have: the pause.



Whether you're responding to a heated team conversation, navigating patient distress, or being challenged on a decision, the ability to pause just for a breath can be the difference between reacting and responding, between escalation and calm.

We unpack what micro-pauses are and why they matter, especially for nurse and midwife leaders who are often the emotional anchors in high-stress environments. **You'll** learn how taking just a few seconds to pause can improve clarity, regulate emotion, and shift the entire tone of a conversation.

This episode features real-world examples of nurses and leaders who used a well-timed pause to de-escalate conflict, reset their intention, and avoid saying something **they'd regret**. **You'll hear how pausing isn't a delay it's a decision. A moment to collect** yourself, choose your response, and lead with clarity and compassion.

In this session, **we'll cover:**

- Why pausing is a powerful form of emotional intelligence
- The science of how micro-pauses support the nervous system under pressure
- How to practice presence in the moment no mindfulness app required
- Easy, everyday ways to start pausing more and reacting less

Whether you're leading a ward, managing a team, or simply navigating the everyday challenges of shift work, this conversation will help you slow down just enough to lead better. Because sometimes, the most powerful thing a leader can do is *pause*.



DAY 7 CONTINUED: 15/09/2026 | Conference Day

1130 – 1230: Lunch

1230 – 1330: Foundations of Colour Spectrum: Personality Styles

This opening session introduces participants to the core concepts of the Colour Spectrum model, designed to build awareness of personality-driven communication styles. Each colour Red, Blue, Green, and Yellow represents a distinct energy type with its own strengths, stress responses, and behavioural tendencies.

Using real-world examples from healthcare settings, participants explore how these energies show up in team dynamics, clinical decision-making, and leadership styles. The session sets the tone for a deeper understanding of self and others, providing a non-judgemental language to navigate differences and promote collaboration.

1330 – 1430: Identifying your Colour Spectrum Profile

In this reflective segment, participants complete the Colour Spectrum self-assessment to determine their unique colour profile. This process reveals their dominant (brightest) colour, secondary preferences, and areas of natural stretch. Facilitated discussion encourages participants to consider how their personal colour blend influences communication, leadership, and relationships at work.

By identifying patterns and potential blind spots, participants gain insight into how they show up under pressure and in team roles, laying the groundwork for more conscious and flexible interactions.



1430 – 1500: Break

1500 – 1600: Brightest Colour Activity

This interactive activity invites participants to step fully into their brightest colour energy. Grouped by dominant colour, they are presented with a realistic healthcare scenario and **asked to respond “in character” using their colour’s natural communication** style, priorities, and decision-making lens.

The goal is to explore both the power and limitations of each energy when it operates without balance. Following the activity, a guided debrief highlights how over-reliance on one style can cause miscommunication, and how awareness of others’ energies can improve team effectiveness and cohesion.

1600 – 1700: Sticks and Stones Activity

In this experiential activity, participants reflect on the impact of language how words, tone, and delivery style can either build connection or create disconnection in a team. Drawing from their colour profile insights, participants explore how they tend to give and receive feedback, handle stress, or respond to perceived criticism.

The activity challenges individuals to consider how communication can unintentionally harm or empower, especially when colour **energies clash. It reinforces the importance of emotional intelligence, empathy, and the skill of “flexing” communication** to reduce conflict and enhance workplace relationships.

1800 – 1900: Networking Session

Join us at the designated meeting spot to catch up and discuss the events of the day. The conference Facilitators and Presenter will be at the venue to answer any of your queries.

DAY 8: 16/09/2026 | Tangalooma | 0800 – 1800



Explore at your Leisure

When you step off the ship at Tangalooma on Moreton Island, you have access to a variety of activities that showcase the island’s natural beauty and marine life including Snorkelling at the Tangalooma Wrecks, A Marine Discovery Cruise, Wild Dolphin Feeding to name a few.

1800 – 1900: Networking Session

Join us at the designated meeting spot to catch up and discuss the events of the day. The conference Facilitators and Presenter will be at the venue to answer any of your queries.



0800 – 0900: The Human Side of Leadership: Emotional Intelligence, Communication, and Ethical Decision-Making

Leadership in healthcare isn't always about policies and protocols, it often starts with how we show up in difficult moments. This session explores the emotional and interpersonal side of leadership, focusing on real-world challenges nurses face when leading under pressure.

We'll unpack the importance of emotional intelligence, self-awareness, and understanding the impact of your leadership tone. You'll participate in a hands-on group activity exploring how communication shifts in high-stress situations and reflect on how to manage ethical decisions when the "right answer" isn't clear-cut. Expect a practical, honest conversation about what it really takes to lead with clarity and compassion.

0900 – 1000: Strategic Thinking in Everyday Practice

Leadership isn't just about reacting, it's about planning ahead and thinking with intention. In this session, we'll explore what it really means to be a strategic thinker in the day-to-day realities of healthcare.

You'll learn how to shift from a task-focused mindset to one that considers long-term outcomes, system-wide impacts, and the bigger picture. Through a case discussion on workforce planning and service gaps, we'll examine how small leadership decisions contribute to broader organisational goals.

Then, using a decision-making map, you'll apply a structured approach to evaluate options, weigh consequences, and build strategic confidence, no MBA required.

1000 – 1030: Break

1030 – 1130: Leading Through Pressure: Resilience, Adaptability & Leadership in Crisis

Great leadership isn't about staying calm when everything is easy, it's about knowing how to lead when the pressure is on. This session explores how stress affects our decision-making and leadership style, and how to intentionally shift from a reactive state to a responsive one. You'll learn how to recognise your own pressure points, build personal strategies for recovery and resilience, and strengthen your ability to adapt in fast-paced, high-stakes environments.

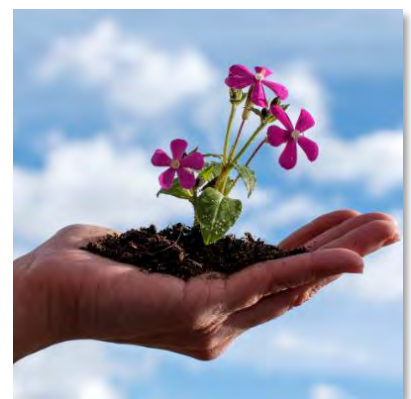
Through a guided activity focused on identifying your leadership "triggers" and developing reset routines, you'll create a practical plan for staying grounded. A peer discussion wraps the session, sharing lessons learned from moments of challenge and how to lead with composure when it counts most.

1130 – 1230: From Insight to Impact – Your Personal Growth Plan

This final workshop brings your learning journey full circle by helping you turn reflection into action. You'll identify your current professional growth edge and use this insight to create a focused 90-Day Career Action Plan with 1–2 SMART goals aligned to your career and leadership aspirations.

Through guided reflection and peer sharing, you'll clarify your intent and commit to practical next steps. By the end of the session, you'll leave with a clear, personalised plan and a renewed sense of ownership over your ongoing development.

1230 – 1430: Lunch



"My career has developed to a grade 7 level as a direct result of the support you have given me! Thank you for inspiring me greatly and allowing me to grow" - Sanma

DAY 9 CONTINUED: 17/09/2026 | Conference Day

Afternoon Self-directed Activities

The online library is provided to attendees one week before the sail date and two weeks after the conference has finished. Attendees can watch the sessions at any time during that period.

Webinar - Aligned and Empowered: Designing a Career That Reflects Your Highest Values

In a profession that asks so much of you, the key to long-term fulfilment **isn't just finding the right role it's building a career that reflects who you truly are**. This inspiring and practical webinar guides nurses and midwives through the process of clarifying their core values and aligning their career choices to those values with purpose and intention.

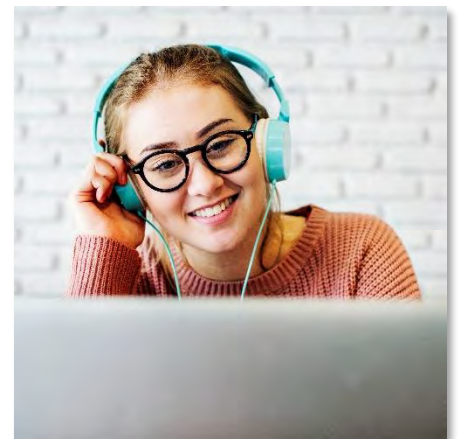
Whether you're feeling stuck, burnt out, or simply craving more meaning in your work, this session will help you reconnect with what truly matters and design your next career move from a place of clarity not pressure.

We'll explore how your values act as a personal compass for decision-making, role selection, and leadership style. You'll learn to identify the signs that you've drifted from your values, and how to realign without needing to completely start over. Through reflective activities and real-world stories, **you'll begin to reshape your career trajectory in a way that feels both authentic and empowering.**

What this webinar covers:

- How to identify your highest personal and professional values
- Signs of value misalignment in nursing roles and teams
- Tools to realign your daily work with what matters most
- Questions to ask before saying yes to a new role or opportunity
- A framework to make career decisions with clarity and confidence

By the end of this session, you'll walk away with more than insight, you'll have a personal blueprint for making career choices that honour your identity, energy, and leadership potential.



Because when your work aligns with your values, you don't just survive, you lead with purpose.

Career Alignment, Personal Values & Professional Fulfilment: Reflection Exercise - Values Alignment Worksheet

In this guided reflection exercise, participants will identify their top 5 personal and professional values using the downloadable **Values Alignment Worksheet**. **Through a series of prompts, they'll explore how these values currently show up or are being compromised in their work environment, team culture, and career decisions.**

Participants will then rate how aligned they feel in their current role and identify small, practical shifts they can make to bring their daily work closer to their core values.

This activity is designed to promote self-awareness, reduce career burnout, and help nurses and midwives design a career path that reflects who they truly are.

1800 – 1900: Farewell Function

Join us for a Conference farewell drinks function to celebrate our time together. Conference photo will be taken (via iPhone!) if you are interested during this event.

DAY 10: 18/09/2026 | Arrive Sydney

Disembark Sydney – safe travels!

OUR PRESENTER

Lisa Lucas, RN, BSN, MSN (Emergency Nursing - Trauma)



Lisa Lucas, a Nursing Director in South East Queensland, has over 20 years of experience across specialties like Oncology, Surgical, Cardiology, Retrieval Services, and Emergency Nursing. She has spent 16 years in major emergency departments and held leadership roles including Nurse Unit Manager, Clinical Nurse Consultant, and Nurse Educator.

A Nurse of the Year and Nursing Director of the Year winner, Lisa comes from a family of nurses spanning three generations and is passionate about mentoring and professional growth. Her dedication to developing future nurse leaders inspired her to co-found The Hive Development, expanding her impact beyond her immediate team.

OUR CONVENOR

JASON DAWSON, R.N., BACH NURSING



Jason Dawson is a Registered Nurse from the Gold Coast Queensland. Whilst studying his bachelor of Nursing at Southern Cross University he developed an interest in mental health and has been working in this field of nursing since completing his studies in 2008.

In this time, Jason has undertaken varied roles including Acute Inpatient Nursing, Community Nursing, clinical facilitating and Nurse Unit Manager positions. In 2012, Jason combined his passion for nursing with his love of travel and founded CPD Cruise Pty Ltd with the view to providing Nurses the opportunity to update and improve their skills in diverse and unique locations.

REGISTRATION COST

\$1390.00 incl GST (NB: Registration cost doesn't include travel, accommodation, or travel insurance.)

VENUE

Carnival Splendor

The Carnival Splendor is a floating paradise of fun and relaxation, perfect for all ages. With space for over 3,000 guests, it offers cozy staterooms, dazzling shows, a comedy club, and even poolside movies under the stars. Add in thrilling water slides, delicious dining options, **and spa retreats, and you've got everything you need for an unforgettable adventure at sea!**



INCLUSIONS

- An extensive Conference program based on current best practice
- Education content that meets the same exacting standards as anything offered in an Australian land-based program
- Conference Presenters who are excited to be able to share her skill, knowledge, and passion with Conference Attendees
- An online Conference library filled to the brim with educational content that allows you to create your own learning experience by completing pre-conference education activities
- A Registration Reception including complimentary drinks where you can meet other Conference Attendees and network with Conference Convenors and Conference Presenter
- A Conference pack that includes a notepad, pen, lanyard (this is important on a cruise ship to attach your room key, which becomes your lifeline on a ship) and additional information to support a fantastic Conference experience
- The opportunity to meet as a group in various Conference open forums in one of the many fabulous locations on the ship
- A complimentary Farewell Drinks and Canapes Function, held on the last night of the Conference to celebrate new friendships and information gained
- A Conference Transcript that identifies each session, including the session synopsis and session presenter
- A Certificate of Completion identifying the CPD hours for you to include in your CPD Evidence Portfolio

INSURANCE

The Nurses for Nurses Network and Education at Sea strongly recommends customers take out travel insurance at the time of registration for an event to cover any unforeseen circumstances that may prevent them attending and thus incurring any financial loss.

DISCLAIMER

The opinions and statements of facts expressed in the Papers in these proceedings are those of the Authors and do not necessarily represent those of the Nurses for Nurses Network (NfNN), the editors, the organising committee or the supporters of this Conference. The organisers can accept no responsibility for errors or omissions in the individual papers. Sessions are correct at time of publication. Sessions are subject to change without notice due to circumstances beyond the control of the organisers. NfNN reserves the right to alter charges, cancel, postpone, change or withdraw the product or service at any time.

CONDENSED ITINERARY

DAY 1: 09/09/2026 | Depart Sydney | 1530

1900: We set Sail Make sure you are on deck to say bon voyage.

1700 – 1800: Conference Registration and Welcome Function

DAY 2: 10/09/2026 | Conference Day

0800 – 0930: Plotting the Course. Strategic Career Mapping and Career Identity Alignment

0930 – 1000: Break

1000 – 1100: Designing Your Ideal Role

What would your ideal role look like, if it truly reflected your strengths, passions, and values?

1100 – 1230: Putting Yourself Forward – CV & Interview Essentials

1230 – 1430: Lunch

Afternoon Self-directed Activities

- Webinar – Standing out in the Job Market: CV Writing
- Webinar – Mastering Interview Preparation: Research, Readiness, and Confidence Morning Self-directed Activities

1800 – 1900: Networking Session

DAY 3: 11/09/2026 | Conference Day

Morning Self-directed Activities

- Webinar – Mentoring that Matters
- Webinar – Difficult Conversations

1100 – 1230: Break

1230 – 1330: Making Mentoring Work for You

1330 – 1430: Managing Momentum: Staying on Track

1430 – 1500: Break

1500 – 1600: Mastering Difficult Conversations with Colleagues: Peer & Team Dynamics

1600 - 1700: Saying the Hard Thing, Kindly and Clearly: Patient-Facing & Feedback Conversations

1800 – 1900: Networking Session

DAY 4: 12/09/2026 | On Shore Airlie Beach

0700 – 1600: Explore at your Leisure

1800 – 1900: Networking Session

DAY 5: 13/09/2026 | On Shore Cairns

0930 – 1800: Explore at your Leisure

1800 – 1900: Networking Session

DAY 6: 14/09/2026 | Cruising Willis Island

1100 – 1200: Enjoy the view

1800 – 1900: Networking Session

DAY 7: 15/09/2026 | Conference Day

Morning Self-directed Activities

- Webinar - Leading from the Floor: Everyday Influence Without the Title
- Webinar – The Pause That Powers Great Leaders. Mindful Communication & Self-Leadership

1100 - 1230: Lunch

1230 – 1330: Foundations of Colour Spectrum: Personality Styles

1330 – 1430: Identifying your Colour Spectrum Profile

1430 – 1500: Break

1500 – 1600: Brightest Colour Activity

1600 – 1700: Sticks and Stones Activity

1800 – 1900: Networking Session

DAY 8: 16/09/2026 | On Shore Tangalooma

0800 – 1800: Explore at your leisure

1800 - 1900: Networking Session

DAY 9: 17/09/2026 | Conference Day

0800 – 0900: The Human Side of Leadership

0900 – 1000: Strategic Thinking in Everyday Practice

1000 – 1030: Break

1030 – 1130: Leading Through Pressure

1130 – 1230: From Insight to Impact – Your Personal Growth Plan

1230 – 1430: Lunch

Afternoon Self-directed Activities

- Aligned and Empowered – Designing a Career That Reflects Your Highest Values
- Career Alignment, Personal Values & Professional Fulfilment Reflection Exercise: Values Alignment Worksheet

1800 – 1900: Farewell Function

DAY 10: 18/09/2026 | Arrive Sydney

0630: Disembark - safe travels!