



THE HIVE CAREER ALIGNMENT & ADVANCEMENT PROGRAM

3 - DAY A G E N D A





FOR NURSES WHO WANT MORE



The Hive Career Alignment & Advancement Program

This program is designed for nurses and midwives who want clarity, confidence, and a sustainable path forward in their career without rushing decisions or burning bridges.

Over three focused days, participants are supported to:

- Make sense of burnout, restlessness, or feeling “stuck”
- Re-anchor their professional identity and values
- Expand realistic career options without pressure to decide
- Build confidence based on evidence, not personality
- Leave with a clear, coherent direction and next steps

This is not a motivational program.

It is structured career work, grounded in real nursing leadership experience.

THE *The Hive Experience* Who This Program Is For

FOR NURSES WHO WANT MORE

- Registered nurses and midwives at any career stage
- Nurses questioning their next step, not their capability
- Emerging or current leaders seeking clarity and confidence
- Clinicians feeling misaligned, restless, or uncertain but not ready to walk away

Program Format

- **3 full days** (in-person at EcoView Retreat, Tallebudgera)
- Combination of individual reflection, guided frameworks, and facilitated group synthesis
- Quiet, contained learning environment, no forced sharing
- CPD-aligned reflective and professional development activities



Day 1: Personal Alignment

Understand what's actually happening before changing anything

Focus areas

- Settling urgency and career panic
- Burnout vs misalignment (clean definitions and signals)
- Professional identity shifts across a nursing career
- Clarifying values and unmet needs
- Creating internal alignment before external action

Key outcomes:

- Reduced urgency and clearer thinking
- Language for what feels "off" without self-judgment
- Grounded understanding of what must change, what can stay, and what needs boundaries
- A personal mission statement to anchor decisions

Day 2: Strategic Career Design & Advancement

Expanding options and rebuilding agency

Focus areas

- Viewing your career as a system (scope, influence, environment, leadership context)
- Identifying where you already have influence
- Expanding realistic options (without committing yet)
- Stress-testing options against values, identity, and life context
- Naming barriers (internal, structural, energy-based)

Key outcomes:

- Broader, calmer view of what's possible
- Reduced all-or-nothing thinking
- Clear understanding of which options fit now
- A coherent sense of direction (without pressure to decide everything)



Day 3 — Career Agency, Confidence & Action

Moving forward with confidence that holds up in real systems



Focus areas:

- Confidence as evidence, not personality
- Articulating capability without minimising experience
- Professional self-advocacy and influence
- Translating direction into proportionate action
- Designing next steps that are realistic and sustainable

Key outcomes:

- Stronger professional self-trust
- Language to speak about your direction with calm authority
- Clear, achievable next steps
- Confidence grounded in preparation and clarity



What Participants Walk Away With

- Career clarity without urgency
- A structured understanding of their professional direction
- Practical tools to guide future decisions
- Renewed confidence grounded in evidence
- A sense of steadiness about what comes next

The Hive Difference

- Led by experienced nurse leaders, not generic coaches
- Designed to retain nurses within the profession
- No hype, no pressure, no performative sharing
- Career development that respects intelligence, experience, and context

Clarity changes careers.