

For her, success isn't about being everywhere. It's about being where you can make the greatest difference.

The path ahead

Over the next 12 to 18 months, Amana Living's focus is technology transformation, leadership development and more integrated models of care.

"Success looks like systems that make it easier for our staff to do their jobs and give us insights to make better decisions."

She's also focused on using existing infrastructure more effectively, rather than expanding in ways that aren't financially sustainable.

And she's investing in leaders who can support teams through emotionally demanding work.

"Our managers need to help people stay resilient and positive, play to their strengths, and involve them in creating better solutions."

She also sees service models evolving — away from separated residential care, home care, and

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retirement living, toward integrated models that support people through their entire ageing journey.

What keeps her going

Stephanie is clear about balance. She takes her annual leave — "Nobody gets a medal for not using their annual leave" — spends time with family, walks her rescue dogs, and avoids late night emails.

"You can't be there for your people if you're emotionally and physically drained. Making space for my personal life means I respect everyone else needs that too."

Her advice to emerging leaders: spend time on the frontline, take

your leave, and don't shy away from complexity.

"There are a lot of really tough problems that need to be solved in our sector. Dive in there and work with your teams to solve them."

After nearly a decade of constant change, her energy hasn't faded. She says that what truly sustains her is knowing the work matters — that behind every decision, every system, every conversation, there are people living fuller, more dignified lives because someone took the time to listen, adapt and care. ■

Saleha Singh



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