



Happy Holidays from CHLNet!

CHLNet Update – December 2015

Performance Management and LEADS Webinar: March 2, 2016

The next CHLNet/LEADS Collaborative Webinar, *Performance Management and the Use of LEADS*, is on Wednesday, March 2, 2016, 12pm-1pm EST. Shauna Fenwick and Erna Hagge are our guest speakers for this free, interactive session available to CHLNet Network Partners and LEADS Collaborative clients. In today's complex work environments, the way we address performance management offers opportunities to rethink our past approaches and build a system that inspires high performance through full engagement. Ways that LEADS can and cannot be used to build an integrated, comprehensive performance system will be explored. For more information and to register, [click here](#).

December Leadership Reception and Network Partners' Roundtable

We were delighted to have Simon Kennedy, Deputy Minister of Health Canada, and Krista Outhwaite, President of the Public Health Agency of Canada, speak at the December CHLNet/HEAL reception, with almost 80 in attendance. The next day, at our Network Partners' Roundtable, thanks and accolades were extended to Brian O'Rourke (CEO CADTH), as he completed his 4 1/2 year term as CHLNet Co-Chair. A big welcome to Graham Sher, Canadian Blood Services CEO, who joins Gillian Kernaghan as our Co-Chairs.



With Wendy Nicklin's retirement as CEO from Accreditation Canada, we also had to fill the

Network Partner Liaison position. We are happy to report Wendy will stay on in an Emeritus position, along with Hugh MacLeod, former CHLNet Co-Chair and CEO of CSPI. Given the calibre of nominees, partners approved three positions (west, central and east), instead of the original two liaisons. We are delighted that Julie Giraldi, VP at the Ontario Hospital Association, and Alice Kennedy, Senior VP at Eastern Health, will be the new liaisons along with Frank Krupka, Executive Director of the Centre for Healthcare Innovation.

As part of our effort to enhance sharing of health leadership research and practices, four partners presented their efforts. In case you missed it, their presentations can be accessed below.

- [Board Leadership in a Caring Environment](#) – Garth Waite and Graham Dickson
- [BC Provincial Health Leadership Development Strategy](#) – Rachael Roberts, BCHLDEC
- [CFHI, the EXTRA Program and the LEADS Framework](#) – Stephen Samis and Erin Leith, CFHI
- [Evidence Network of Canadian Health Policy \(EvidenceNetwork.ca\)](#) – Frank Krupka, Manitoba CHI

Knowledge Mobilization Working Group Seeks Your Input

The KM Working Group has been busy implementing five priority areas; one of which is the need for a common leadership language. A [brief](#) has now been developed and will be part of CHLNet's tools but we would like it to be part of your organization's work as well. Wendy Nicklin, chair of this group, would really like your feedback on the following three questions by Friday, January 23 to [Kelly Grimes](#).

1. Is this brief helpful to your organization?
2. How do you see this being used in your organization?
3. What is missing?

CHLNet ROI Study on Health Leadership Development: Additional Partners Still Welcome

The Research and Evaluation Working Group has been busy finalizing the proposal for an ROI study to look at the impact of leadership development in health care. We now have 11 partners (both financial and in-kind) in place and are pleased that Alberta Innovates and the Ontario Hospital Association have just signed on. Graham Dickson and Kelly are continuing discussions with UK's King's Fund and Australia's Health Education and Training Institute (HETI) to make this an international collaboration. The budget for this project anticipates work being done in three phases over 16 months beginning in January 2016. If you are interested in participating in the project, please contact [Kelly Grimes](#). A big thanks to all our partners. Just a reminder that the desired output for this project is a

cost-effective and easy to use tool for partners to access; but as well it will be a first step in making the case for health leadership in Canada.

Save the Dates!

- **March 2, 2016:** [Performance Management Webinar](#), 12pm-1pm EST
- **May 2015 (TBD):** CHLNet Reception and Network Partners' Roundtable, Ottawa, ON
- **May 13-14, 2016:** [Canadian Conference on Physician Leadership: *Leading Together, Achieving Results*](#), Toronto, ON
- **June 6-7, 2016:** [National Health Leadership Conference – *Pathways to Innovation and Change*](#), Ottawa, ON
- **June 8, 2016:** [LEADS Collaborative Community for Practice Exchange Day](#), Ottawa, ON
- **October 3-5, 2016:** [Canadian Health Workforce Conference](#), Ottawa, ON

If you have any leadership conferences, events or publications you would like to share with partners, please let us know.

Winter Reads

- [CHLNet's "Top Ten" Suggested LEADS Readings](#) by Graham Dickson (Dec. 2015).
- [Effective Performance Systems: A Review of Selected Literature](#) by Shauna Fenwick and Erna Hagge, LEADS Business Unit, CCHL (Nov. 2015).
- [LEADS Across Canada PPT](#) by Brenda Lammi
- [Waste of time or teachable moment?](#) by Johny Van Aerde, *Canadian Journal of Physician Leadership* (Fall 2015).