

The Symbiotic Relationship Between Lean and LEADS

June 22, 2015 Webinar

Speakers: Dr. Graham Dickson, Bonnie Blakley and Betty Mutwiri

Moderator: Kelly Grimes



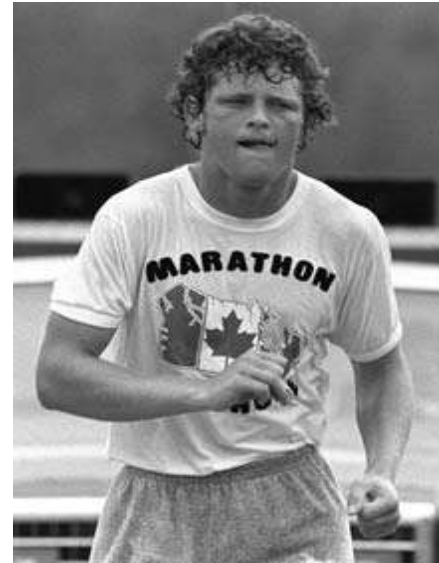
Overview

- ▶ Context setting
- ▶ Research on Lean and LEADS
- ▶ Practical application case study

Leadership Defined

*“**Leadership** is the capacity to influence others to work together to achieve a constructive purpose: the health and wellness of the population we serve.”*

Dickson & Tholl, 2014



What Is Lean?

- ▶ Lean is the *continuous pursuit of improvement to create value from the perspective of the customer or patient by empowering employees to generate and implement innovative solutions.*
- ▶ It is a *philosophy, not a tool.*



Overview of LEADS

- ▶ Five domains
- ▶ 4 capabilities per domain
- ▶ Total 20 capabilities
- ▶ Behavioural descriptors at four levels



2012 Research Findings

Leading Lean: Building Leadership Capacity in the Saskatoon Health Region

- Bonnie Blakley

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Coaching is required leadership style

Effective communication is necessary

New leadership behaviours are needed

Teamwork is highly valued

Recovery time is necessary

Engagement is a double edge sword

Developing coalitions with physicians is critical

Lean Leadership

- ▶ Take accountability
- ▶ Empower those doing the work to make decisions
- ▶ Have a deep understanding of people and processes
- ▶ Ask questions and listen deeply
- ▶ Innovate and take risks
- ▶ Learn on the gemba and through formal training



Lean Leadership

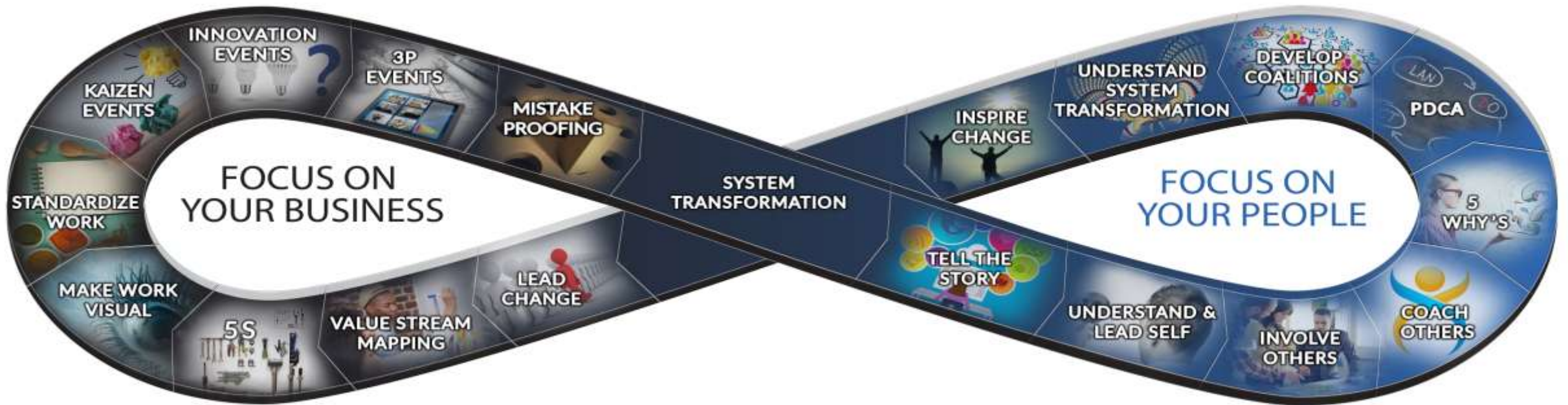
- ▶ Build problem-solving muscle of the team
- ▶ Enable team on gemba to make decisions
- ▶ Lead teams in standardizing processes
- ▶ Focus on the entire system
- ▶ Set the pace just right
- ▶ Be a great coach



Integrating Leadership and Lean



Lead 2 **Lean** Solutions
inc.





Saskatchewan Leadership Program

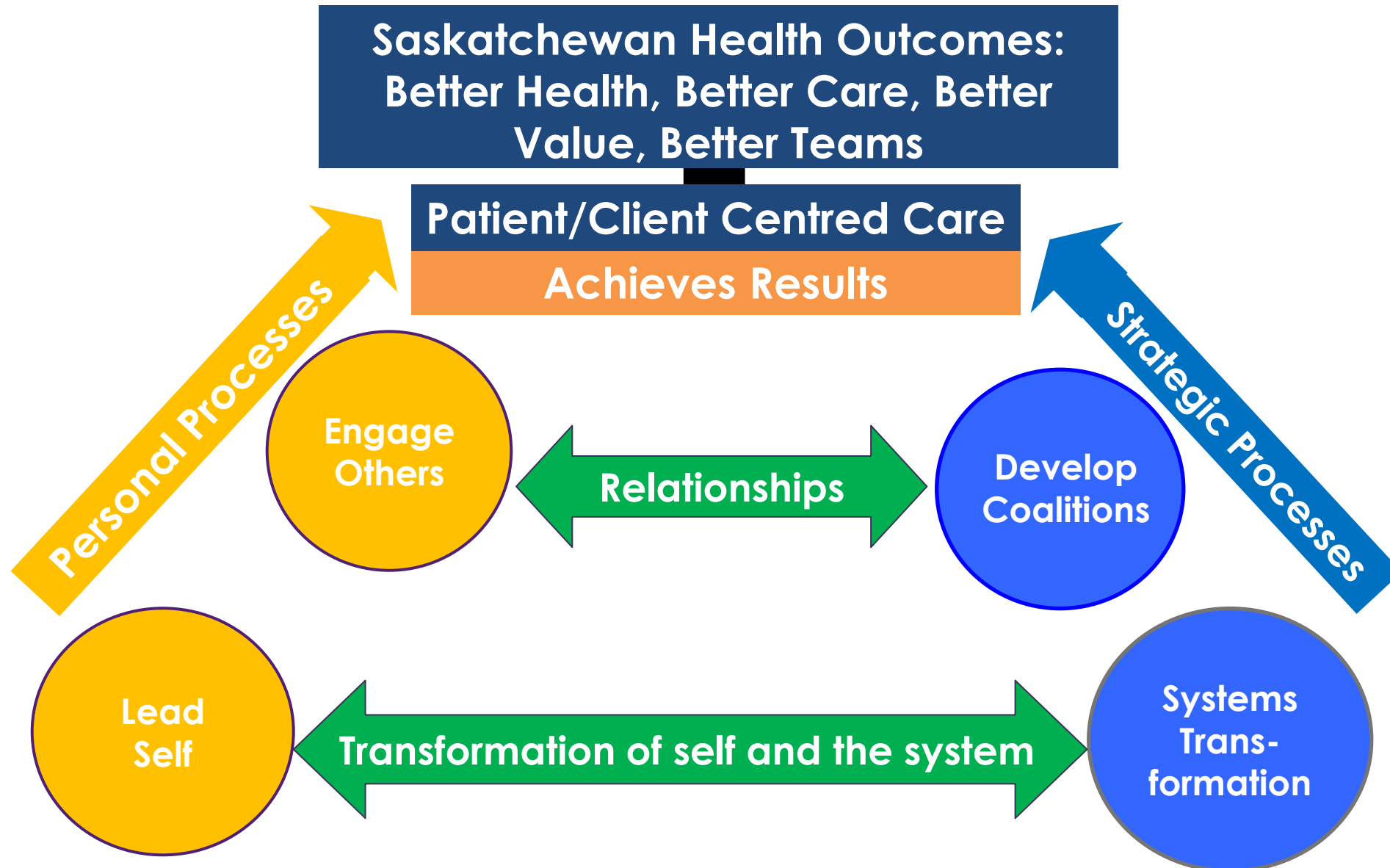
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Leadership Development for Healthcare Professionals



Leading for Transformation

Using LEADS as a Model for Change



SLP Program Components

	PROGRAM COMPONENTS
Assessments	All candidates are expected to participate in the assessment process, which will be completed electronically. This begins November 17, 2014
Support Plans	Sponsors for each candidate are requested to submit, electronically a Support Plan for each of their participants in the program. A Support Plan document will be made available on the SLP website.
Learning Plan	Learning Plans are developed collaboratively with the candidate and sponsor. Learning Plan format is provided at Launch Week.
Journaling	Participants are expected to use reflective practices and keep a leadership journal.
Action Learning	Application of what is learned in courses, to 'real time' initiatives and concerns in individual RHAs, is expected of all participants.
Peer Learning Triads	Program participants will be aligned into triads to build capacity for peer coaching, integrating and sustain skills and knowledge acquired from workshops and work experience as in informal learning method.
Mentorship	Participants will be expected to identify and connect with a mentor, identify goals and parameters of the mentorship relationship with one another.

Module Name	Dates	Location
360 Assessments	Pre-Launch Week Begin December 1, 2014	Online
Launch Week		
LEAD SELF: Emotional Intelligence	Launch Week March 10, 2015	Saskatoon TCU Place
ENGAGE OTHERS: Coaching Skills for Leaders	Workshop: March 11-12, 2015	Saskatoon TCU Place
Webinar Practicums		
Coaching Skills for Leaders	Practicums: March 23 – June 1, 2015 90 minutes every 2 weeks	Webinar
Interession		
SYSTEMS TRANSFORMATION: Leading Change	June 16-18, 2015	Regina
ENGAGE OTHERS: Issue-Based Problem Solving Assertiveness Training	June 16-18, 2015	Regina
Cohort Sessions (1 day for each cohort)		
ENGAGE OTHERS: Leading and Facilitating Teams, Group Coaching, DIRECT Feedback	September 14, 21, 28, October 5, 2015	Cohort location
DEVELOP COALITIONS: Strategic Partnerships & Alliances	November 23-24, 2015	Saskatoon
ACHIEVE RESULTS: Creating Line of Sight	November 23-24, 2015	Saskatoon

Lean and LEADS Synergy

- ▶ Leadership is central
- ▶ Patient-centred
- ▶ Results and process focus
- ▶ Engagement of key stakeholders is key
- ▶ Evidence-based
- ▶ Change oriented
- ▶ Systems view

Questions?



Next Webinar: September TBD

How to Integrate LEADS into Succession Planning

www.chlnet.ca



www.leadscollective.ca

