

# Building Canada's Health Leaders for Tomorrow: A Roadmap for Action

## Aspiration

Health leadership is seen as a key enabler of health system performance and transformation

### Collective Vision

- **DEVELOP** people strategies to build the leaders needed for tomorrow
- **BUILD** collaborative leadership that crosses organizational boundaries and silos
- **CREATE** shared purpose across the leadership group including governance

### Common Leadership Language

- **EMBRACE** a common leadership language to better share practices, tools and resources
- **MAKE** leadership excellence a strategic and ongoing endeavour
- **COMBINE** resources to build leaders through networks and partnerships

### Evidence on Innovation and Leading Practices

- **ENSURE** collaboration between researchers and decision-makers to generate new evidence on the capabilities and models required of leaders for the future
- **CREATE** an inventory and communities of practice around innovation and health leadership
- **LIAISE** with granting agencies for more funding and research to build health leadership evidence

### Enhanced Capacity and Capabilities

- **UNDERTAKE** needs assessments and then build a recruitment and succession plan to grow and maximize the health workforce
- **TEACH** skills and knowledge required throughout an individual's leadership journey using a multipronged approach that evidence suggests include: performance feedback, job rotations/shadowing (especially across silos), coaching/mentoring, networking, peer support, action learning and classroom teaching

### Measure and Evaluate

- **MAKE** the case by measuring return on investment
- **MONITOR** the leadership gap in Canada
- **EVALUATE** success in achieving reform priorities

# Common Elements of Canadian Health Reform

