

Champion Strategic Leadership Excellence

In October 2023, health leaders from around the world gathered in Vancouver, British Columbia, all interested in enhancing leadership in health systems and the evidence-informed capabilities leaders need to steward change.¹ A [Threads](#) Brief resulted from this rich think tank of thought leaders. To accompany this, in the summer of 2023, [CHLNet](#) updated a literature review resulting in an [Evidence Brief on Accelerating 21st Century Leadership Practices](#). Together this work has been coalesced into 4 key themes on the need and contribution for health leadership and its impact on system performance and transformation, to champion strategic leadership excellence.

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Foster Diversity, Equity, Inclusion and Belonging to Achieve Effective Leadership

Co-championing and co-creating incremental change and strategies that foster open dialogue, trust and safe spaces are key to more meaningful systemic change. Building Indigenous health leadership and practices (such as two-eyed seeing) are essential in an all-encompassing path forward.



Promote Wellness and Psychologically Supportive Workplaces

Relational leaders and psychologically supportive workplaces shape the culture and values of the workplace vital to employee retention, satisfaction and restoring a sense of joy, humanity, and compassion in the workforce. Leaders must role model behaviours such as work-life balance, authentic two-way communication and listening, but also use evidence informed interpersonal leadership styles, such as affiliative and coaching.



Accelerating Leadership Practices for the 21st Century to Transform Health Systems

Leaders and leadership must be part of any transformation strategy. Leader toolboxes need constant updating to accelerate 21st century leadership practices such as the use of technology/AI, systems leadership, evidence informed/data driven decision making, complexity, creativity, belonging and inclusivity, and effective ways to partner that cross boundaries and sectors. A lifelong learning approach and engagement in networks to share knowledge and ideas must be embraced.



Addressing Climate Change for a Sustainable Health System

Leaders must initiate vital conversations to drive improvements, reduce waste, and prioritize sustainability and local sourcing in health system decision-making and supply chains. The idea of resource sharing among institutions and countries should be tied to principles of social justice, and the ethical dimensions of health system decisions on a global scale.