



CHLNet Update - April 2015

CHLNet-HEAL Reception / NPs' Roundtable

The CHLNet [By Leaders, For Leaders leadership dialogue](#) has now been confirmed for Monday, May 25 in Ottawa with Dr. Anne Snowdon, Ivey School of Business. Come join us as we discuss the national and international trends on innovation and how health leaders can influence innovation within their own organizations and the wider health system. Just a reminder that the Network Partners' Roundtable is the next day, Tuesday, May 26. A big thank you to Accreditation Canada for hosting us at their offices. To allow more access, especially for Network Partners in other parts of the country, the afternoon portion of the meeting will be available via teleconference.

Leadership Development Practices

In the spirit of dialogue and engagement, CHLNet is enhancing the sharing between partners on leadership and leadership development practices. At the May Network Partners' Roundtable, we will have exciting presentations from the Manitoba Centre for Healthcare Innovation, the Canadian Society of Physician Executives and Accreditation Canada, who will share their approaches to leadership development and some landmark results.

In addition, we have begun offering, with the LEADS Collaborative, quarterly (free) webinars. The first one was held in January on [LEADS into Practice](#). Our second webinar is June 22 at 12pm EDT on Lean and LEADS (more details will be sent shortly) and our third will be in September on succession planning. We hope you will join us for these sharing events!

Leadership Development Inventory and Self-Assessment

Last year, an [inventory](#) of leadership development programs across the country was undertaken and is now up on our website, along with a custom software [self-assessment](#). In December, Network Partners graciously agreed to allow the inventory and self-assessment tool to be shared broadly for free. I encourage your organization to visit the CHLNet website (Tools & Resources/[LEADS Framework &](#)

[Tools/Leadership Tools](#)) to better understand your leadership development needs.

Click on the [self-assessment](#) and you can begin assessing how you stack up based on where you are in your leadership journey: front-line, mid-manager, senior or executive leader. Once you have completed your rating, you will receive an overall score telling you how you rate in the five leadership domains (LEADS) and some advice on how to interpret your scores. The self-assessment is a valuable tool to engage leaders in setting direction for personal, deliberate improvement, however it is only a starting point: it is what you do with it – in terms of self-reflection, discussion with others, and follow-through – that will truly determine its value.

As you determine your learning needs, CHLNet has collected and housed an online [inventory](#) of leadership programs across the country. We have created a custom module that allows sorting of the inventory by your leadership role, your location and the duration of the program. Please note that the leadership programs listed in the inventory have not been certified or evaluated by CHLNet and its Network Partners. As the data on these programs was gathered in early 2014, to keep our holdings current, please contact us if there are any errors or suggested additions. Also please join us in our efforts to increase the capacity and capabilities of health leaders in Canada through initiatives such as this.

CHLNet Working Groups

The Terms of Reference for our two new working groups are now finalized and both groups have met several times.

- [Knowledge Mobilization \(KM\) Working Group Terms of Reference](#)
- [Research and Evaluation Working Group Terms of Reference](#)

The KM plan will be presented for approval at the May NPs' Roundtable. A proposal to engage in a four-country partnership to begin looking at the impact of leadership development will also be discussed.

The [Health Leadership Action Plan](#), developed by our third working group, formed the basis of a British Columbia health leadership dialogue session (see [From Dialogue to Action](#)). Through the pioneering work at the BC Health Leadership Development Collaborative, discussions are proceeding on a province-wide strategy. We are realizing regional approaches with specific action on the five pillars (collective vision, common leadership platform like LEADS, evidence on innovations and practices, enhanced capacity, and measures) will need to form the foundation for a multipronged approach. A big thanks to all the Network Partners who are volunteering their time to be part of these exciting developments.

Save the Dates!

CHLNet Events

May 25: [By Leaders, For Leaders Dialogue Reception](#) with Dr. Anne Snowdon, 5pm-7pm, Ottawa

May 26: [Network Partners' Roundtable](#), 8:30am-4pm, Ottawa (with availability to teleconference in the afternoon)

June 22: [CHLNet/LEADS Collaborative Webinar re Lean and LEADS](#) (12pm-1pm EDT), with Graham Dickson and Bonnie Blakley

Sept. TBC: [CHLNet/LEADS Collaborative Webinar on Succession Planning and LEADS](#) (12pm-1pm EDT)

[National Health Leadership Conference \(NHLC\)](#), Charlottetown, PEI

June 15: [CHLNet Breakfast Session](#), 7:15am-8:15am

June 16: [Great Canadian Healthcare Debate](#), 3:20pm-4:50pm

June 17: [LEADS Exchange Day](#), 9am-4pm: focus will be on sharing of LEADS tools and programs

New Reads

- [*We Have A Glimpse Of The Future...Leadership Capacity Is Crucial*](#) by Graham Dickson and Hugh MacLeod
- [*Improving Leadership Capacity in Primary and Community Care in Ontario*](#) by McMaster Health Forum
- [*Leadership and Leadership Development in Health Care: The Evidence Base*](#) by the Faculty of Medical Leadership and Management, The King's Fund and the Center for Creative Leadership
- [*Bridging The Leadership Gap*](#) by Professor Marilyn Taylor and Hugh MacLeod
- [*Let's Get Personalized!*](#) by Dr. Anne Snowdon and Hugh MacLeod
- [*Innovation: How Leadership Makes the Difference*](#) by David Magellan Horth and Jonathan Veba, Center for Creative Leadership
- [*Leadership and Management Springboard*](#): a joint initiative of HETI and other NSW Health organizations