

Development of a Return on Investment Tool for Healthcare Leadership Development

The Evidence

- Effective leaders are known for their optimism, transparency, high ethical standards, and their ability to inspire and motivate their followers – this leads to improved outcomes and better quality healthcare.
- Poor leadership (including toxic, abusive or passive-avoidant styles) is associated with poor quality of care and high staff turnover.
- Leadership development programs are consistently associated with enhanced leadership skills among participants and improved outcomes in their organizations. However, current evidence is variable due to differences in quality and program duration.
- Current evidence assesses leadership quality using patient-oriented outcomes, staff-related outcomes, and organizational outcomes. Many of these considerations align with the three dimensions of the Institute for Healthcare Improvement's Triple Aim.
- A set of common indicators and financial metrics for assessing return on investment exist and can be used in developing a new evaluative tool.

Actions for CHLNet

- Nurturing the development of leaders is an important step in creating an effective leadership structure. Using common indicators and measures for assessing return on investment, **we will design an evaluative tool to assess the impact of leadership development in healthcare organizations across Canada.**
- This tool will be adaptable to different healthcare organizations based on their structure, priorities and end goals. Its effectiveness will be evaluated on a timely basis to ensure success and identify opportunities for further refinement.

For more information, please see the accompanying [Evidence Brief](#).

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