

## CHLNet's Value Add: Better Leadership, Better Health – Together

### Who We Are

Created in the fall of 2009 with 12 founding partners, the Canadian Health Leadership Network (CHLNet) is a not-for-profit, purpose-built coalition of 40+ organizations (called [Network Partners](#))<sup>1</sup> formed on the values of trust and reciprocity. Members cut across jurisdictions, policymakers, academics, health associations, regional health authorities, patients, and health disciplines. CHLNet conducts its work via three value streams: *Connecting People through Dialogue and Engagement*; *Advancing Health Leadership Research, Knowledge and Evaluation*; and *Accelerating Leadership Practices and Capabilities*.

### What We Do

Working and steering groups comprised of network partners guide our work based on partner needs. Their efforts include:

#### *Connecting People through Dialogue and Engagement*

- [Monthly Eblasts](#) provide a medley of tools, practices, and articles for leaders. During COVID, our semi-annual Top Ten leadership articles became a [Top Three](#) in each eblast, accompanied by regular [COVID Corners](#) on topics such as polarity management and building resiliency.
- [Network Partner Roundtables](#) occur twice a year where senior leaders gather to chat openly at a national level on their leadership challenges (using Chatham House Rule), opportunities and hear project updates.

#### *Advancing Health Leadership Research, Knowledge and Evaluation*

- [Benchmarking the Health Leadership in Canada](#) gives organizations comparative data on the leadership gap. The most recent survey shows we still lag in the supply/demand, diversity, and capabilities gaps (especially on Innovation, a key leadership capability for 21st century care).
- [Leading Thru COVID Action Research Project](#) surfaces the leadership practices that have been effective during the pandemic. Phase I is now complete and through Social Sciences and Humanities Research Council (SSHRC) funding, Phase 2 has now begun.
- [Empowering Women Leaders in Health](#) initiative led by Dr. Ivy Bourgeault offers three evidence-informed Equity, Diversity, and Inclusion Toolkits (LEADS-based, HeForShe Ally, and Ally for Diverse Leadership).

#### *Accelerating Leadership Practices and Capabilities*

- [LEADS](#) as a common leadership language provides a foundation for sharing practices and tools across our network. CHLNet is a founding partner of the LEADS Framework Steering Group that oversees evergreening.
- The [Wise Practices Toolkit](#) provides a centralized resource of evidence/experience-based and emerging/innovative practices to help organizations create a powerfully impactful leadership development program. This is a free partner benefit, along with our companion [Leadership Development Impact Assessment Toolkit](#), that helps organizations measure their return on investment and build the case for leadership development.

CHLNet's core team remains small but with partner financial support (\$5K per partner) along with the many volunteer hours of partners (working/steering groups and Secretariat), we believe we have been very impactful in our 10-year journey of *Better Leadership, Better Health - Together*.

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<sup>1</sup> We are often asked how we differ from the Canadian College of Health Leaders. The basic answer is our membership is comprised of organizations, whereas the College is aimed at individuals.