

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](#))¹ who gather to build health leadership capacity and capabilities across Canada. Members cut across jurisdictions, policymakers, academics, health associations, regional health authorities, patients, and health disciplines. Through its new [strategic plan](#), CHLNet conducts its work in building health leadership via four value streams: *Support Leaders Through Dialogue & Engagement*; *Build and Apply Health Leadership Research, Evidence and Knowledge*; *Accelerate 21st Century Care Leadership Practices*; and *Champion Strategic Leadership Excellence*.² Tools are free to network partners as outlined below.

What We Do

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

Support Leaders Through Dialogue & Engagement

- [Monthly Eblasts](#) provide a medley of tools, practices, and articles for leaders. Each eblast contains a *Top Three*, accompanied by regular *blogs* on topics such as polarity management and building resiliency.
- [Network Partner Roundtables](#) occur twice a year where leaders gather at a national level on their leadership challenges (using Chatham House Rule), opportunities and hear project updates.

Build and Apply Health Leadership Research, Evidence and Knowledge

- [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 and beyond. See our final [Infographic](#) summarizing findings.
- [Empowering Women Leaders in Health](#) initiative led by Dr. Ivy Bourgeault offers three evidence-informed EDI Toolkits (LEADS-based, HeForShe Ally, and Ally for Diverse Leadership).
- Mitacs Grant with McMaster University and LEADS Global on “Accelerating the Healthcare Leader’s Career Pathways: Determining pathways of leadership and developing and testing a mobile app prototype.”

Accelerate 21st Century Care Leadership Practices

- [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 continues to oversee refreshing of the framework.
- [Leadership Development Inventory](#) contains over 50 leadership programs across the country that can be sorted by your leadership role, location and duration.
- [Leadership Development Self Assessment](#) is a LEADS based tool that provides a unique profile outlining the domains and capabilities to focus ones’ learning on.
- 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.
- The newly updated [Leadership Development Impact Assessment Toolkit](#) measures return on investment and build the case for leadership development.

¹ 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.

² Starting Spring 2023.

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*.