

Canadian Health Leadership Exchange and Acceleration Working Group October 4, 2022, 1130 to 1300 hours Eastern Time

Draft Minutes

Participants: Wendy Nicklin (Cochair Working Group, CHLNet), Andrea Johnson (Cochair, NS Health), Bill Callery (Healthcare Excellence Canada), Brenda Lammi (CCHL), Doran Walker (EHL, Observer), Grace Gemin (CHLNet), Graham Dickson (CHLNet), Jaason Geerts (CCHL), Kelly Grimes (CHLNet), Lily Bale-Feldman (Winnipeg Regional Health Authority), Michelle Penney (PHSA), Sharon Bishop (Saskatchewan Health Authority), Sheila Betker (Winnipeg Regional Health Authority), Stephen Samis (CHLNet), Teresa Chan (McMaster), and Zoe MacLeod (RRU).

Regrets: Bill Tholl (CHLNet), Cheryl Heykoop (RRU), Dale Schierbeck (HealthCareCAN), John Arsenault (BC PHSA), Khaira Manpreet (Island Health, Observer), Stevie Colvin (Alberta Health Services), and Susan Good (BC PHSA).

1. Welcome

Wendy led the welcome including Stephen Samis who is new to the CHLNet team.

2. Agenda

No additions or deletions to the agenda.

3. Minutes May 2022

No additions or deletions to the minutes from May 2022, minutes accepted.

4. HLEA WG 2022 Workplan Updates

- *Environmental Scan*
 - Thank you for your contributions. Karen Schmaltz appreciated all the help with it.
 - Any updates or new programs then please send them to Kelly.
- *Website/Eblast refresh*
 - Hoping that the website would be online but were delayed from the development side. Sharing it with our partners at the Roundtable on Nov 1&2. Updated to be user friendly, has all our tools and resources. Looking for feedback on how to make it better.
 - If you have any information on things your organization is doing, then please share with Kelly (100 words or less).
- *Leadership Development Inventory (70 entries)*
 - Updated now but if you have more programs then please let us know so we can add it.
- *Leadership Self-Assessment*
 - Graham at LEADS Global gave us access to the Hero's Journey. Gives you suggestions based on your score on the assessment for leadership programs that are available in the inventory.
- *Mitacs Project on Accelerating the Healthcare Leader's Career Pathways: Determining pathways of leadership, and developing and testing a mobile app prototype*
 - Teresa Chan overviewed the project with a goal to better understand multiple career trajectories might look like and build a more developmental model on how

prospective health leaders may need to stage their development to acquire skills as they go through their journeys.

- Using a codesign based study.
 - Using a lit review to understand the capabilities and progressing to an app interface to help people through their leadership journey.
 - Using the tech to help morph the way we see the leadership journey and educate some decisions and learn the needs of leaders.
 - Bring together all the wisdom within the community and do the theoretical and tangible parts of this research.
- Time frame of 16-months and ends in December/January 2023
- Asking from this group:
 - Join the steering committee to be the first focus group to react to the findings.
 - Reaching out to the whole network for interview opportunities.
 - Information data for literature review to share with Teresa, send to Kelly.
- *Health Leadership Capabilities for 21st century care/LEADS Refresh*
 - CHLNet, LEADS Global and CCHL meet regularly to discuss the use and development of the LEADS framework to maintain relevancy. New refresh cycle established.
 - Comments: Happy that we are going to be updating and refreshing it. Often hear system transformation feels too big to people, is there a small “S” system to change that to? Been a ton of transition but the health system is pulling itself together. There is work to pull system leaders together and to understand how we can build health together collaboratively. Want to incorporate EDI more explicitly. The world has changed and so to be relevant the framework needs to be updated to support current leaders.

5. Roundtable Sharing

High level takeaways:

- Manitoba: focus on succession management, had a program in place that is revised in this year. Aimed at director level and above to identify the individuals that are promotable we assess current state and potential. Manitoba Leadership Lessons speakers’ series shared https://youtube.com/playlist?list=PLVM_c_gTV_RLVFulis5TsEMGIW2EwXPIG
- CCHL: First ever national meeting centered around a topic and this time digital health. Held a second webinar where participants workshopped more local use of virtual care and how to use the LEADS framework to achieve that vision. Will continue to do 1-2 national conversations a year. The CCHL circle is also very exciting. https://cchl-ccls.ca/uploaded/web/National_Conversation/CCHL_NC_VIRTUALCARE-June2022.pdf
- Nova Scotia: partnered with Dalhousie to build a strategic leaders learning program built around LEADS. In design infancy.
- Saskatchewan: succession planning and rolling out years of service is a clinical focused activity that includes an intentional discussion on LEADS. Can add leadership development into routine work. What is the level of service we should be expecting in each sector of care. Opportunity to see leadership in action. Also working on Operational Stress Program – micro learning based around resilience and engaging self. This is a partnership with a mental health group in Alberta that is Federally funded. Promo video. <https://youtu.be/-CsQhCJ4dM8> and <https://wayfound.ca/>

- Royal Roads University: a review of a graduate certificate in health systems leadership is underway. Done work with the government of Nova Scotia around leading complex systems so may be applicable discussions with Andrea. The BC government have been doing a lot of funding release for micro credentials and successfully funded for one on climate change adaptation and Indigenous perspective on climate change.
- BC: launched another cohort of transforming LINKS. Several participants from health authorities and ministry etc. Bringing everyone together for system transformation leaders. Taking a heavier look at physician leadership. Navigate program in Interior health in BC is a physician leadership program that is mapped to a steady progression of physician roles and is also LEADS based.
- Emerging Health Leaders: rolling out a national mentorship program that will probably work on international partnerships.
- Healthcare Excellence Canada: released the pandemic recovery toolkit and self-assessment. Recruiting for the next cohort of EXTRA teams. Internally we just released a Truth and Reconciliation Action Plan on how to build internal capacity and the ways that we are working/processes are supporting us on our journey for truth and reconciliation.
<https://www.healthcareexcellence.ca/en/what-we-do/pandemic-recovery-and-health-system-resilience/> <https://www.healthcareexcellence.ca/en/what-we-do/all-programs/extra-executive-training-program-ready-to-make-a-connection/>

6. Update on CHLNet's strategic plan and Research & Evaluation Working Group

Strategic Planning: will be shared at the network partner November 2nd roundtable for input.

R&E Working Group: CHLNet a part of several grants that were shared.

7. Confirmation of Next Steps

Sending out doodle poll for next meeting with the minutes.

8. Next Meeting – January 2023

Doodle poll coming soon for this.

9. Adjournment at 1300 EST