



# An Evaluation of Leadership Development

Alberta Health Services'  
Executive Education Program

# Outline

- Overview of Executive Education
- Highlights of the assessment
- The Value of Inter-professional Cohorts



**ALBERTA HEALTH SERVICES**  
EXECUTIVE EDUCATION PROGRAM

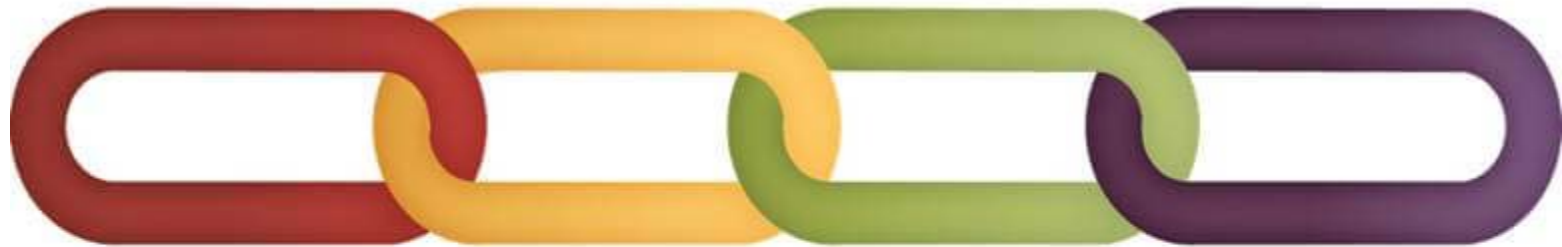
Overview

# PROGRAM OVERVIEW



# Participant Criteria





Level 1  
Reaction



Residency  
Evaluation  
Survey

Level 2  
Learning



Learning  
Report

Level 3  
Behavior



Aggregate  
Pre and Post  
LEADS 360

Level 4  
Results

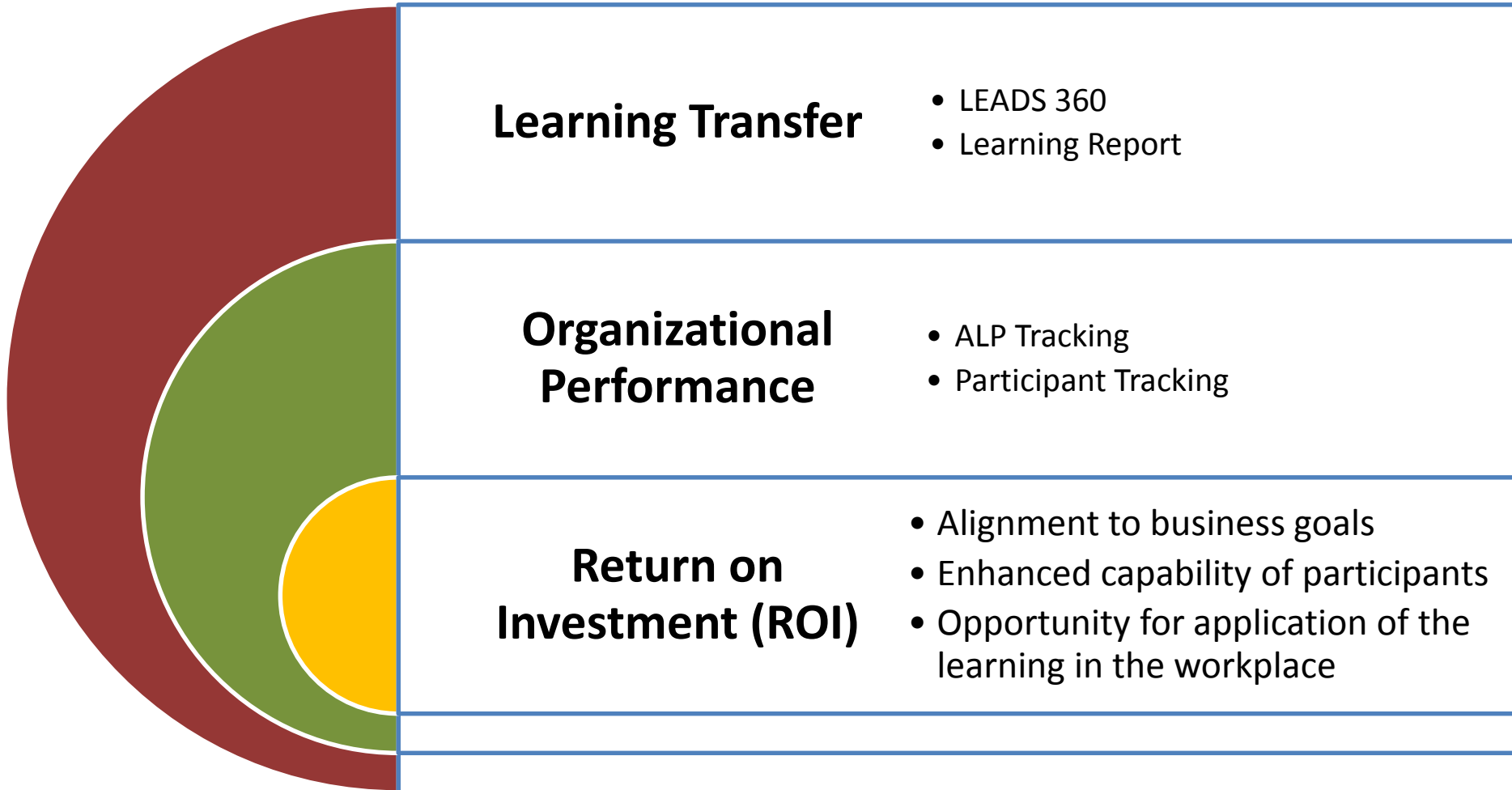


Longitudinal  
satisfaction  
survey  
Net promotor  
scores  
ALP project  
sponsor  
report

***THE KIRKPATRICK MODEL***

# Alberta Health Services' Executive Education Program

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***INVESTING IN PEOPLE<sup>®</sup>***

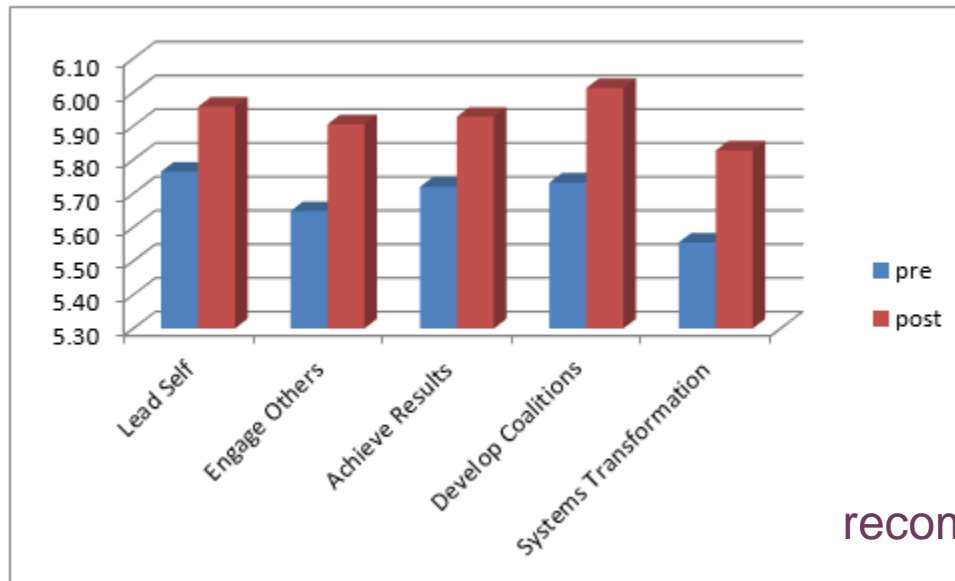
# Alberta Health Services' Executive Education Program

## Level One Results

Overall Program Rating	Mean Score
Overall rating of the program is	4.42
The Overall Quality of instruction was	4.52
The overall quality of guest speakers and panelists was	4.45
The overall quality of the action learning projects component was	4.06
I would recommend this program to a colleague	4.70

Scale 1: Strongly Disagree; 2: Disagree; 3: Neutral; 4: Agree; 5: Strongly Agree

## Level Three: Pre and post program aggregate 360 assessment:



## Level Two Results

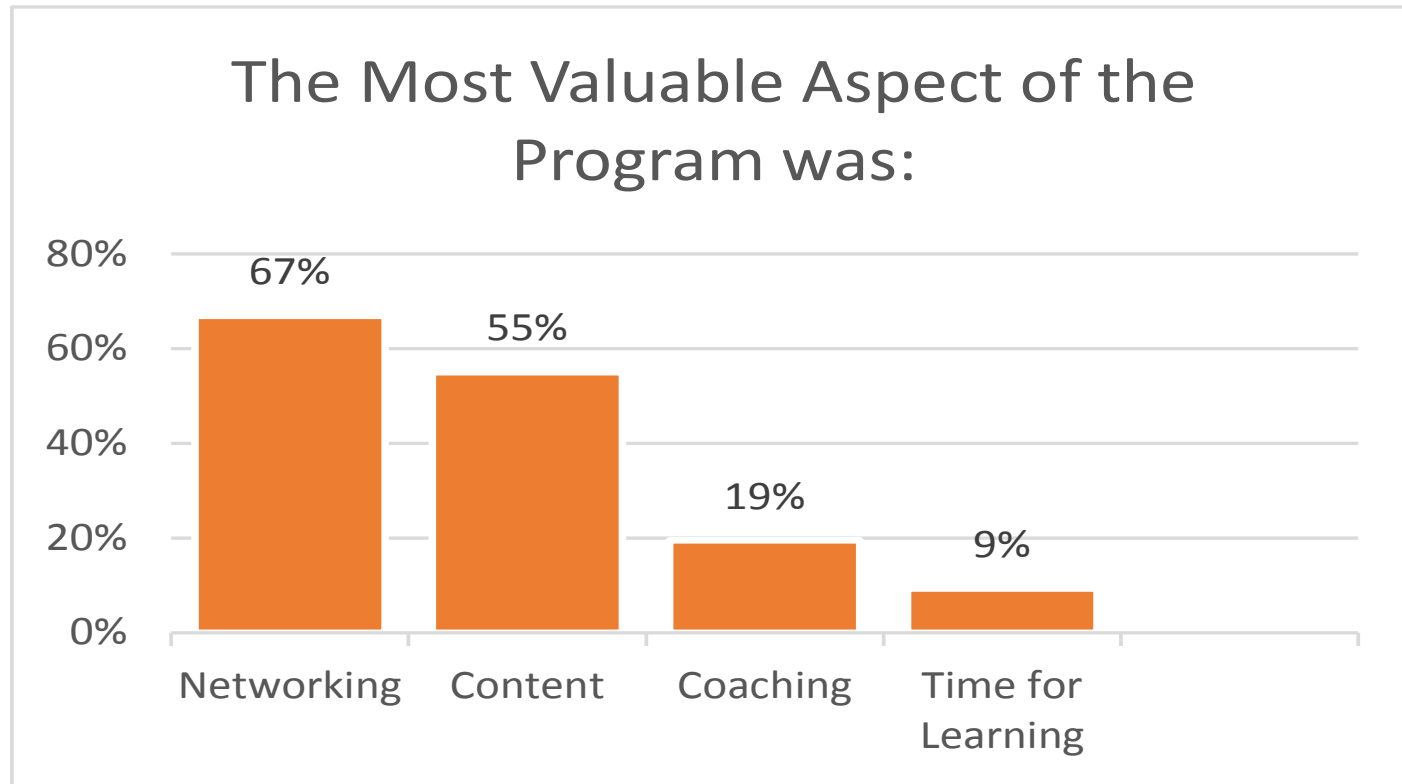
	Beginner	Intermediate	Advanced
Knowledge prior R#1	39%	61%	
Knowledge after R#1	3%	65%	32%
Knowledge prior R#2	12%	73%	15%
Knowledge after R#2	3%	42%	55%
Knowledge prior R#3	12%	82%	6%
Knowledge after R#3		56%	44%
Knowledge prior R#4	35%	65%	
Knowledge after R#4		74%	26%
Knowledge prior R#5	33%	67%	
Knowledge after R#5	4%	59%	37%

## Longitudinal Survey

97.2% respondents indicated they would recommend the Executive Education program to a colleague, 97.2% of respondents also indicated they have been able to apply their learning.



## Overall Program Evaluation (Cohorts 1 – 4)



*“The opportunity to meet and learn from colleagues, and time to reflect together on the opportunities for change that we see every day.”*

Cohort 4 Participant Response

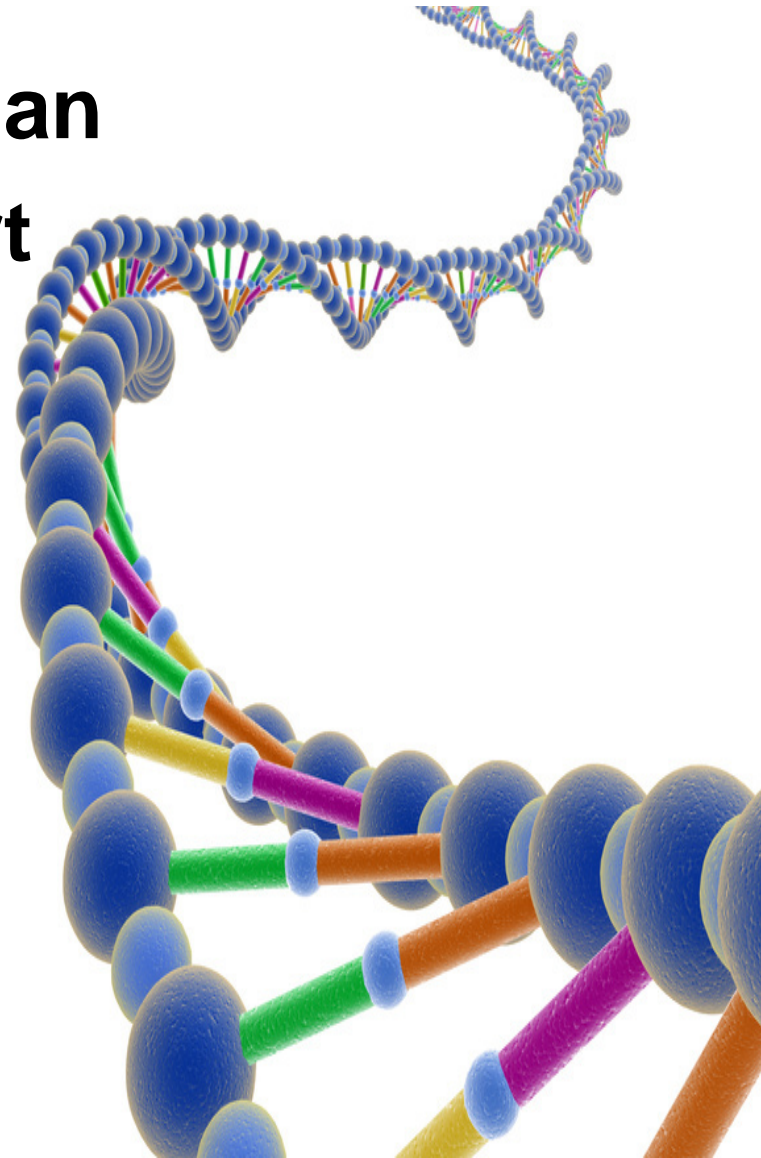
# The Results & Impact of an Inter-professional Cohort

- Supports transition from expert/practitioner to administrative role through Competency Development
  - Lead Self
  - Engage Others
  - Achieves Results
  - Develop Coalitions
  - Systems Transformation
- Inclusive approach contributes to culture change
  - Creates consistent leadership language & practice
  - Influences LEADS adoption and broadens use
  - Expands individual networks
  - Improves individual relationships with organization



# The Results & Impact of an Inter-professional Cohort

- Capability Development
- Supports Organizational Structure
- Culture Changing
- Increases Commitment to Change



# Alberta Health Services' Executive Education Program



Thank You!

