

CHLNet Roundtable
December 16, 2016



LEADS
in a
Caring
Environment



**"I'm going to begin with a joke
so we can get the humor out of the way."**

Leadership Frameworks, Models and Tools

- 20 leadership frameworks, models and related services

Gaps:

- Evidence
- Organizational services

Evidence Based/Informed Practice

Evidence based practice is a combination of:

- 1. Literature evidence**
- 2. Client choice**
- 3. Expertise/judgement**



Law, M. & MacDermid, J. (2014)
An Introduction to EBP

Evidence

- **LEADS development/origins at Royal Roads University**
- LEADS Booklet: Comprehensive Articles on Leadership
- Mitacs: Changing Health Organizations with the LEADS Leadership Framework

Mitacs Research Themes

LEADS is:

- Flexible and responsive
- Engaging, and
- Empowering

LEADS:

- Enables accountability
- Develops outcome-focused team structures
 - Activates a complex system
- Sustains customer, client and patient outcomes
 - Promotes self-evaluation of progress



Client Choice

LEADS Across Canada



The uptake of LEADS across Canada has been amazing. This will allow health system leaders to share a common language when leading system change for improvements.

Dr. Gregory Taylor
Chief Public Health Officer
Public Health Agency of Canada
November, 2016



Expertise/Judgement



Who is using LEADS:

- *Health Care Organizations*
 - *Health Authorities*
 - *Physician College*
- *Public Health Organizations*
 - *Long term care facilities*
 - *Adult living organization*
- *Faith-based organizations*
 - *Municipalities*
 - *A Tire Store*

Who is interested in using LEADS:

- *Co-Operatives*
 - *Universities*
- *Provincial Public Services*
 - *Executive Education*

Françoise Morissette

Organizations in all sectors of the economy are increasingly reaching the same conclusion: leadership is the key to sustainable success, as it **will fuel and sustain the significant transformations required to remain relevant, sustainable and successful in today's fast changing world.**

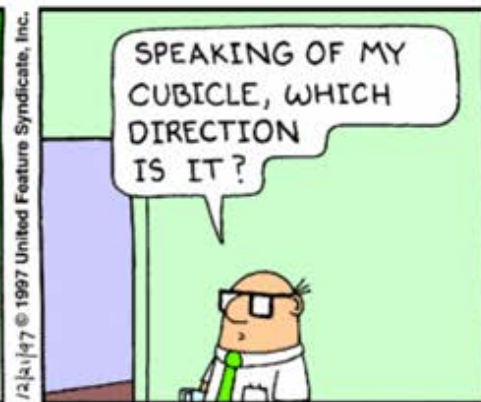
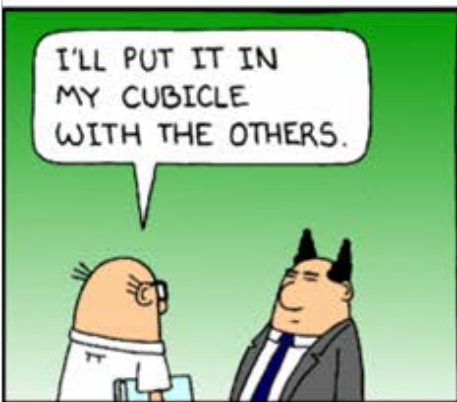
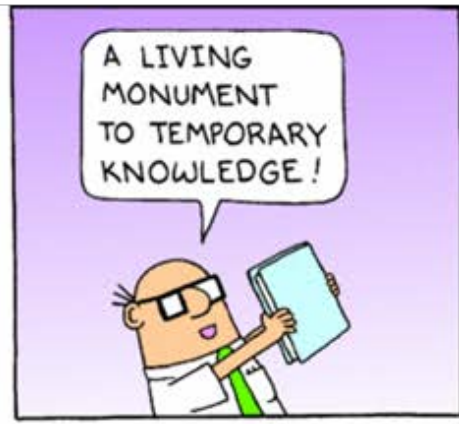
This means strategically growing leadership capacity in quality *and* quantity. And to do so requires a common, solid leadership framework. **LEADS is intuitive & sound**, it resonates with all organizational levels, ensuring **portability**. Its strong logic can be quickly explained and understood, ensuring its **memorability**.



LEADS Canada

Partnering to create
leading organizations
&
organizations of
leaders



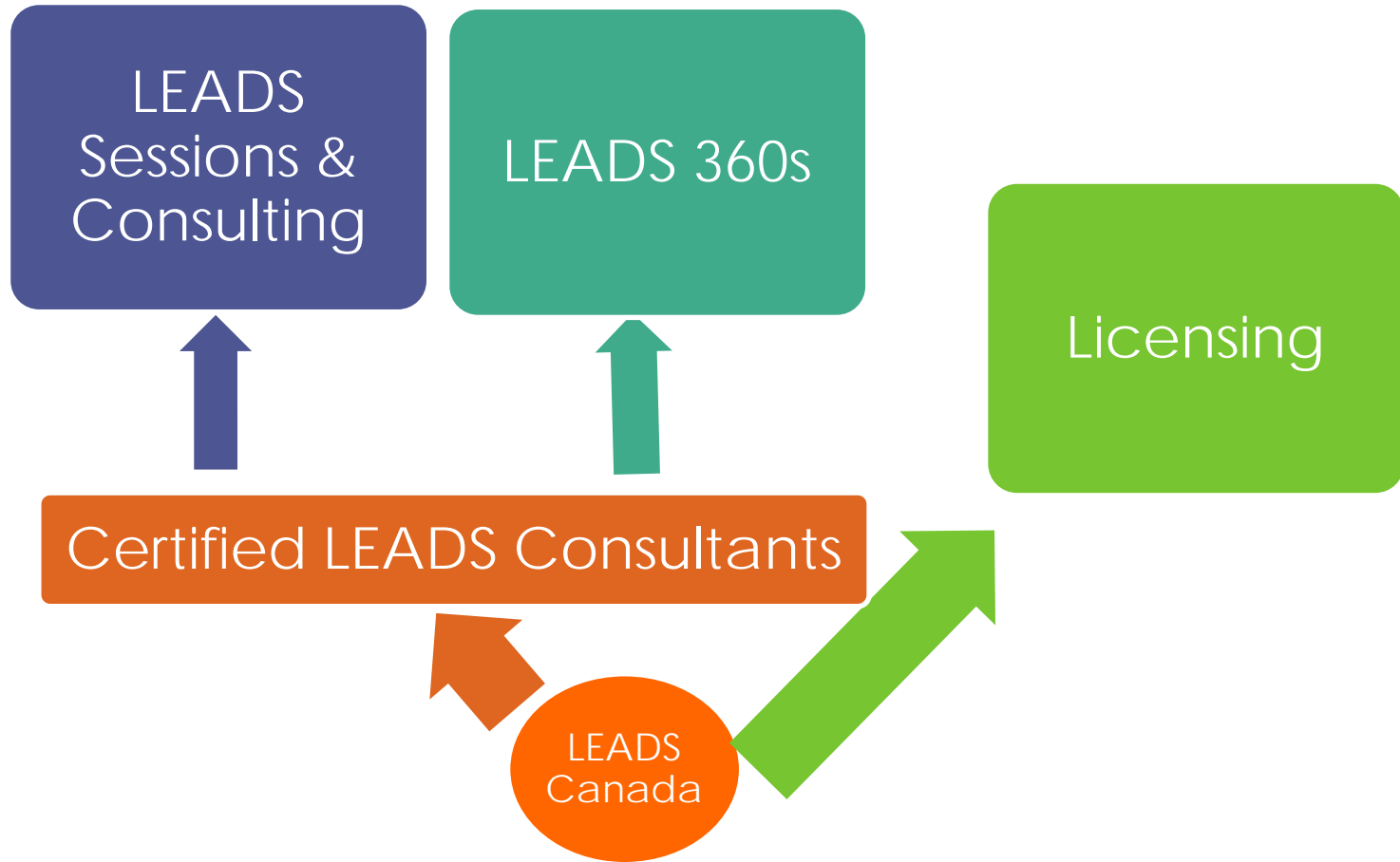


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LEADS Canada Programs & Services



Foundational Services

- Organizational Diagnostic Assessment
 - **Bringing LEADS to Life**
 - **LEADS Learning Series**
- Certification of LEADS Internal Facilitators
- **LEADS 360 Assessment & coached debriefings**
- **LEADS 360 Aggregate Report Interpretation**
 - **Online Self-Assessment**



New in 2016

- LEADS 360 Assessment
 - French (four levels)
 - Physician
 - Corporate (four levels)
- **LEADS-in-Action: blended learning service**
- **Moderated Community for Practice**
- **Deliberate Shift LEADS-licensed coaching program**

2016 Highlights

- French service capacity
- LEADS Exchange Day
- LEADS Exchange Morning
- Mitacs research study
- License with Joule Inc.
(A CMA Company)



In Development for 2017

HAPPY
NEWYEAR

- **Succession planning tool**
(in partnership with Hamilton Health Sciences)
- **Public offering of LEADS Learning Series and LEADS Internal Facilitator certification**
- **Public offering: Virtual learning**

**'...the function of leadership is to produce more leaders,
not more followers.'**

Ralph Nader

