

Graham Dickson - Legacy of Leadership Award

HealthCareCAN

500 words

Dr. Graham Dickson has had an enduring impact on health leadership both in Canada and the World. Often cited as the “Father of LEADS”, Graham was the principal investigator in a cross-Canada research project resulting in LEADS, the most used leadership framework in Canada’s health system. His legacy will be coauthoring two seminal books *Bringing Leadership to Life in Health (2020): Putting LEADS to Work* and *Bringing Leadership to Life in Health: LEADS in a Caring Environment (2014)*. These books have been foundational in leaders being able to easily quantify the capabilities of health leadership (Lead Self, Engage Others, Achieve Results, Develop Coalitions and Systems Transformation) and used by leadership development programs across the country.

Graham’s own leadership journey began when he quit his job as a high school principal to pursue his doctorate at the University of Victoria. He took on this challenge with a young family and no guarantee there would be a future for him. He now dedicates his life to advancing the professionalization of health leadership and the need for lifelong learning. He is constantly searching and generating evidence that leadership is essential to innovation and performance. He co-investigated a 5-year, \$750,000 study funded by CIHR on Leadership in Health System Redesign.

Dr. Dickson has been a senior advisor/emeritus to the Canadian Society of Physician Leaders and the Canadian Health Leadership Network (CHLNet). For many years, he delivered leadership courses to physician leaders across the country through CMA’s Physician Leadership Institute. Dr. Dickson continues to be active as Professor Emeritus at Royal Roads University where he helped to develop the Master of Arts in Leadership and the Centre for Health Leadership and Research. “Disciples of Dickson” are scattered throughout Canada’s health system.

Graham continues his groundbreaking work on the world stage through the founding of LEADS Global and the World Health Leadership Network with partnerships in Europe, India, South American and Africa. The pandemic launched this effort to share evidence informed leadership practices and learning internationally to help health systems. In the past, Graham worked with Health Workforce Australia on the creation of Health LEADS Australia, and the New South Wales Leadership Framework.

Graham continues to help generate diverse and inclusive tools and practices such as the LEADS Self Assessment, and CHLNet’s Wise Practices of Leadership Development Toolkit and Leadership Development Impact Assessment Toolkit. He is currently co-leading a Mitacs Grant with McMaster University on *Accelerating the Healthcare Leader’s Career Pathways through Mobile App Prototype*. Graham’s peer reviewed publications are vast including co-editor of three special edition Emerald Journals, dedicated to medical leadership. He is an avid writer and researcher helping to integrate evidence to practice including CHLNet’s quarterly Top 3 leadership articles.

Graham Dickson personifies the values of openness and integrity. When leaders interact with him, he challenges and inspires you to demonstrate exceptional leadership with the goal of improving care.

It is with great honor that we put forth Dr. Dickson's name as a nominee for the Legacy of Leadership Award.