

# LEADS Impact: CADTH's Case Study

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# Changing Health Organizations with the **LEADS Leadership Framework**

Report of the 2014-2016 LEADS Impact Study



# LEADS changing PRACTICE

**Healthcare context (DC/ST)**

***Connection***

Functional

**Integration:**

*Performance Systems*

*Leadership Culture*

**Adaptive, distributed and authentic  
leadership**

**Transformational (individual/organization)**

Change model

**Engagement**

# Impact on INDIVIDUALS

- Legitimizes individual efforts
- Common language facilitating multidisciplinary collaboration
- Framework for teams to use to address tasks/goals
- Increases communication effectiveness
- Enables professional development and succession planning

# Impact on ORGANIZATIONS

Builds **trust** by encouraging  
*reflection* and *collaboration*



Supports leaders to *engage and guide teams*;  
identifies development opportunities for  
teams



# SUCCESSION PLANNING





# Health Systems Achievement





**change**





# strategic alignment



# Leadership Development: Trends

**Complexity is the new normal.**

*The ability to lead change is a top challenge*

**The talent shortage is intensifying.**

*Grow your own talent, hire early and invest in their training  
and retention*

**Development investments in first-line leaders have tripled.**

*50-60% of front-line leaders supervise 80% of the workforce*



# Leadership Development: Trends

**Employee engagement is a growing concern**

*Engaged workforces have 37% lower absenteeism, 37% lower turnover, 49% lower safety incidents, 18% higher productivity, 16% higher profit* (Gallup, *The State of the Global Workforce*)

**Leadership becoming more collective, less individual**

*Innovation, change, new directions, and strategies emerge from social networks*

**Boot-camp training is out**

*Of 700 leaders, 91% said they have too many projects, activities, responsibilities; 75% said they have "little or no capacity" to "do more with less"*



# CADTH

**Leadership exploration happened in the context of change, beginning in 2009**

**Moved to an applied leadership model in which teams of leaders used LEADS to solve  
problems**

**Skill and knowledge development**

**Team meetings**

**Orientation for new staff**

**Performance system for senior leaders**



Full Report: [https://leadscanada.net/document/1788/LEADS Impact Report 2017 FINAL.pdf](https://leadscanada.net/document/1788/LEADS_Impact_Report_2017_FINAL.pdf)

Key Points and Executive Summary

(English): [https://leadscanada.net/document/1789/Mitacs LEADS Summary Report EN 2017 FINAL.pdf](https://leadscanada.net/document/1789/Mitacs_LEADS_Summary_Report_EN_2017_FINAL.pdf)

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**Next Webinar: October 18, 2017 at 12pm EDT**

