

Summary Notes

Notes from four (4) separate discussions conducted in November 2022

# Countries Represented: 12	# Participants: 24	% Participants supportive of concept: 100%
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Participants

Name	Country
Jamiu Busari	Aruba/Netherlands
Mathieu Louiset	Belgium
Denis Herbaux	Belgium
Anne Matlow	Canada
Bill Tholl	Canada
Graham Dickson	Canada
Jaason Geerts	Canada
Johny Van Aerde	Canada
Karen Schmaltz	Canada
Kelly Grimes	Canada
Ming-Ka Chan	Canada
Stephen Samis	Canada
Anurag Saxena	Canada
Arun Garg	Canada/India
Michele Trask	Canada/Nicaragua
Ramon Abel Castano	Columbia
Peter Lachman	Ireland
Oren Tavor	Israel
Deb Basu	South Africa
Kirsten Armit	UK
Dal Hothi	UK
Peter Angood	USA
Erin Barry	USA
Neil Grunberg	USA

The notes in this document are a summary of the discussions that answered the following questions:

1. What interests you about the concept—i.e., why did you come to the meeting?

Timing is optimum – and there is an interest in building leadership capacity

- Focus on leadership is timely and necessary—need and demand is more acute now than ever before

- Interest in leadership is growing and leadership is being recognized as important in healthcare and necessary for successful healthcare transformation
- Money does not solve problems or buy good health outcomes, we need to build leadership capacity
- There is no textbook / no recipe for leadership and transformation

Potential for practice and delivery impacts and shaping opportunities

- Would create a place where one can learn from others in both developed and developing countries. This includes learning about innovations and the way things are being done differently—we can learn a lot from all including from countries with limited resources
- A 2-way learning opportunity between developed and developing countries
- Increased connection and ideas to inform leadership practice
- Potential to address relevant and shared interests/topics (i.e., healthcare quality agenda) and learn about commonalities and differences
- Opportunity to broker learning into practice
- 2-way transfer of knowledge by sharing, learning from each other and contributing to the literature
- Aid and inform healthcare transformation through leadership
- Connecting to people from different parts of the world and learning from each other is very appealing especially when considering that money won't solve all problems, we need to learn to work differently

Potential for cross country and culture collaboration building that could impact individual career development, create research opportunities, and create academic leadership programming

- Individual leaders may be seeking connection and mentoring for career development and career advancement purposes
- The network could enable emerging research and practice collaborations, as well as add to comparison studies across countries and cultures
- Potential to develop and drive evidence-based leadership development and the professionalization of leadership
- Potential for a facilitative opportunity in Masters and PhD program development in healthcare leadership, and in supporting student research from these programs
- Potential to influence how leadership is taught
- Opportunity for research on collaborative governance, collaborative leadership

Diversity of thought and opportunities it will bring to system transformation

- Interest in multiple view points, accepting different realities
- Interested in system transformation through strategic foresight as a result of diversity of thought

2. What specific aspects do you like about the concept outlined in the paper?

- Individuals representing themselves and their thoughts as opposed to representing organizations and their mandates. This allows members to speak freely and no matter what

role a member is in or if a member moves to a new role/organization, they are not precluded from maintaining their membership in the network

- Taking advantage of technology to make the network accessible and increased ability to connect regularly, and keep the dialogue alive in a valuable way

3. What specific aspects might you wish to change relative to the concept outlined in the paper?

Suggested additions

- *Add a principle* that captures the ability to bring fresh ideas and challenge existing thinking and approaches through the act of co-creation and role-modeling of forward-thinking leaders
- Need to produce something of value for membership—must go beyond talking to include action and tangible products
- Create a community that includes learners as part of the community where no fee or reduced fee for them to join
- Develop strategies on how we can work concurrently and asynchronously as well
- Add objectives that include extending the learning to build evidence

What is missing

- Clear measurable objectives of what the network is aiming to achieve
- *Detail on the networking approach* which will lead to a more detailed understanding of the network methodology and network effect
- Need to identify a process to obtain meaningful actions for/suggested by the members
- Need to see something concrete
- There is a gap between intent and impact that needs to be addressed

Changes

- Revisit the vision and mission, there needs to be more clarity and alignment
- Revisit the fee—the practicality of the fee sounds reasonable but not sure it is reasonable around the globe, nor for all healthcare professionals (non physicians)
- Revisit the vision and mission, there needs to be more clarity and alignment

4. Are there better, or more well-situated organizations/networks, that are doing similar things, and therefore that we might consider joining with, rather than create our own?

- There is opportunity to seek members from global organizations such as the WHO so we include members with a global perspective and experiences working at a global level

5. Additional comments from discussion:

Potential challenges

- There will be different practices and mindsets across membership and cultures (i.e., traditional leadership practice and mindset vs. evolving leadership practice and mindset)

Recommendations

- Do not be too preoccupied with the pandemic and COVID. Caution not to make this a post-pandemic leadership network
- Make sure to include indigenous representation on building the concept and in the network's membership
- There are people missing from this conversation so need to consider being more inclusive (i.e., parts of Asia are missing such as China, Japan, Korea plus many others)
- Proposing - convert concept into research paper or discussion paper and answer questions raised in the purpose—ask key questions, do interview, analyze it and write it up—that will give us directives of what we want to pursue along with a paper to publish
- A question to ponder...are there reasons for exclusions in some way (i.e., coming from different regimes), are there repercussions for acting outside of the agreement? What would they be?