

Health Leadership Wise Practices

Steering Group

Terms of Reference

Purpose

Gather provincial leaders and health leadership experts to stimulate and grow health leadership capacity and capabilities in their respective jurisdictions in the context of current and future reform activities and challenges.

Principles

- Dedicated to improving Canadian health performance and sustainability through evidence-based leadership.
- Committed to trust and reciprocity: i.e. are willing to work together, share resources, and seek to achieve a collective result that each will benefit from; and that ultimately benefits the patients and citizens of Canada.
- Believe that evidence is foundational for best practice of leadership and leadership development.
- Accept the importance of leadership in all contexts.
- Ensure knowledge transfer of leading practices.
- Leverage the collective strengths of member partners.

Duties and Responsibilities

In terms of priority,

- Share and advocate for our collective vision of better, stronger, more supportive health leadership required in health reform efforts.
- Provoke discussion and thought on the future of healthcare, the future health workforce and implications on leadership especially capacity and the capabilities required for an innovative and responsive system.
- Learn where innovation around health leadership is happening and share with each other (and others through CHLNet products such as webinars) at the macro/meso level of the health system.
- Create and build strategic partnerships amongst member organizations to coalesce resources to seek out mutually beneficial health leadership capacity building opportunities and a community of practice.
- Act as a catalyst in the exchange and dissemination of new and existing knowledge on health leadership to ensure integration into practice. Advise on the best processes, tools and models for knowledge mobilization of evidence that shows health leadership as both an enabler of and a set of skills/capabilities for effective talent management and system transformation.

- Serve as a sounding board for potential and current CHLNet-related health leadership advocacy efforts especially those that recognize the importance of health leaders as a collective and in health system transformation.
- Discuss and create opportunities for senior leaders to mentor and network with the next generation of leaders.
- Update CHLNet leadership development inventory for one stop shopping for leadership development programs.
- Ensure connectedness to other CHLNet working groups including Research & Evaluation to ensure health leadership is built into policy, planning and practice.

Terms of Operation

- Meet at least quarterly for one-hour teleconferences.
- Maintain quality records of meetings.
- Distribute agenda and materials one week ahead of the meeting (responsibility of Chair, along with Executive Director of CHLNet).
- Operate in a spirit of trust and reciprocity.
- Assign work to volunteer sub-groups when appropriate so as to inform and fulfill goals and objectives of this working group.
- Review the terms of reference on an annual basis.
- Establish quorum of at least 50% of the members at each meeting.
- Provide reports on the working group activities to the network partners for information purposes at the semi-annual roundtables.
- Ensure approval of major deliverables of the working group such as a plan or policy through a motion of partners at the next roundtable and quarterly Secretariat meetings.
- Vacancies will be filled by the working group or Secretariat as required.

Membership

- Ensure the composition of the group reflects provincial/territorial leaders in organizational development/human resources who are CHLNet member partners at a more macro level of the health system with representation distributed as follows: provincial/territorial organizations who oversee/deliver leadership development programs, Senior Policy Advisor, CHLNet Executive Director, LEADS Canada, and the Chair.
- Max three-year term of office for each member (with option of one renewal term), unless exceptional circumstance.

Approved November 24, 2017

Revised June 27, 2018