



WHLNet October 2025 Broadcast – Resource Compilation

Leading With Compassion:

Key Insights / Practices:

- Go the extra mile as a leader; show compassion even when not observed.
- Everyday signals matter: how people communicate in meetings, share ideas, or show humor.
- Protect team dignity, especially under extraordinary circumstances.
- Compassion begins with self-compassion.
- Compassionate leaders take the blame when things go wrong but share credit when things go well.
- Empathy and mindfulness are essential to showing compassion.
- Communication of difficult news should be empathetic.
- Supporting team members in failure fosters resilience.

Actionable Strategies:

- Monitor staff wellbeing with surveys, sick leave data, and informal cues.
 - Model kindness through day-to-day interactions.
 - Foster an inclusive culture emphasizing Equity, Diversity, Inclusion, and Belonging.
-

Leading With Integrity

Key Insights / Practices:

- Integrity is critical for trust and positive patient outcomes.
- Being honest with yourself and others is fundamental.
- Courage and grit are essential to uphold integrity in leadership.
- Active listening, mentorship, and self-reflection help develop integrity.
- Integrity must be promoted culturally, not just through rules or codes.

Resources / References:

1. Podcast: Leading Professionals: S4 EP2 - Doing the Right Thing: How to Make Ethically Tough Decisions
 2. Book: Who You Are Is How You Lead – Gail Gibson
 3. Post-pandemic recovery considerations in healthcare leadership.
-

Leading to Support Staff Wellbeing

Key Insights / Practices:

- Psychological safety is created when leaders admit mistakes, ask for opinions, and listen actively.
- Leaders must balance staff wellbeing with organizational demands.
- Staff wellbeing initiatives must address both individual resilience and environmental/system factors.
- Inclusive leadership considers neurodiversity, disabilities, and flexible schedules.
- Back-up teams and workload planning improve resilience and fairness.
- Leaders should address burnout proactively and create variety in professional roles to maintain engagement.

Resources / References:

1. Podcast: Leading Professionals: S4 EP1 - Leading in Uncertain Times: How to Respond to Geopolitical Change and AI Disruption, Guest: Fabien Curto Millet
2. Ciprián Chavelas, T., et al. (2023). Burnout syndrome among dentists of health centers from Acapulco, Mexico. *Revista Científica Odontológica*, 11(2), e150.
3. Ribeiro ARV, Sani AI. (2024). Bullying against healthcare professionals and coping strategies: A Scoping Review. *Int J Environ Res Public Health*, 21(4):459.
4. Heaps C, Shaw SCK, Doherty M. (2025). Supporting neurodivergent doctors to thrive at work. *BJPsych Advances*, 1-12.
5. WHO Europe. Mental Health of Nurses and Doctors survey in EU, Iceland, and Norway. CC BY NC SA3.0
6. Institute for Healthcare Improvement (IHI). (2022). Framework for Safe, Reliable, and Effective Care: Revisited. [Link](#)
7. West CP, et al. (2016). Interventions to prevent and reduce physician burnout: Systematic review and meta-analysis. *The Lancet*, 388(10057), 2272–2281.
8. World Health Organization (2022). Mental Health and Well-being at the Workplace. [Link](#)
9. Plouffe R, et al. (2023). Feeling safe at work: Development and validation of the Psychological Safety Inventory. *Int J Selection and Assessment*, 31. [PDF](#)
10. Mental Health Commission of Canada. Transforming Healthcare Organizations: Healthier Workers, Healthier Leaders, Healthier Organizations. [Link](#)
11. Free Canadian Toolkit: Burnout Prevention mhcaretoolkit.ca

Actionable Strategies:

- Encourage open communication about near misses and errors without fear of punishment.
 - Actively select non-toxic team members.
 - Explore the balance between staff wellbeing and organizational performance.
 - Take steps to prevent burnout, including workload monitoring, rotation, and professional variety.
-