

WHLNet broadcast briefing: Leadership in adversity and transformation

Date and Time: Thursday 23 October 2025

- 3:00pm BST (UK)
- 4:00pm CEST (Europe)
- 5:00pm EAT (East Africa)
- 7:30pm IST (India)
- 10:00am EDT (Eastern North America)
- 7:00am PDT (Western North America)
- 11:00am BRT (South America)

Overview

This webinar will explore how healthcare leaders can sustain purpose, compassion, and integrity when working in complex and uncertain environments. Rather than listening to a traditional panel, participants will engage in **facilitated discussions**. No one is positioned as the sole expert—instead, we will draw on the diverse experiences of colleagues across health systems worldwide.

The **overall theme and sub-topics have been shaped by feedback from speakers and participants in past WHLNet events**, highlighting the leadership challenges most relevant across contexts and regions.

Breakout Discussion Sub-Topics

During the session, participants will join **three breakout groups** to explore different aspects of the theme. You may **choose your preferred breakout groups in advance**, or you will be allocated when you join. At each change of group, facilitators will share key themes from earlier conversations so that ideas build progressively.

Courage, compassion, and resilience in challenging contexts

Healthcare leaders face crises ranging from pandemics to political unrest. Courage and compassion are essential for decision-making under pressure, while resilience helps sustain leaders and teams through prolonged stress.

Leading with integrity when facing uncertainty or opposing ideologies

Leaders are often confronted with conflicting values and uncertainty. Integrity ensures that decisions remain grounded in ethical principles, maintaining trust among staff, patients, and communities.

Building trust and advocating for change during transitions

Trust is the foundation of effective leadership. In times of transition, leaders must not only maintain credibility but also advocate for necessary change, ensuring that systems evolve to meet future needs.

Leadership behaviours that reduce burnout and support wellbeing

Burnout among healthcare professionals is a global concern. Leaders who model healthy behaviours, create supportive environments, and prioritise wellbeing can directly influence staff retention, morale, and patient safety.

Finding joy and purpose at work

Sustaining a sense of joy and purpose enables leaders to remain energised and to inspire others. This is critical in healthcare, where meaning and motivation directly impact the quality of care delivered.

How it will work

- **Opening:** Short introduction to the theme and session format
- **Breakouts:** Three rounds of facilitated discussions, with themes shared across groups as the session progresses
- **Sharing Back:** Reflections and highlights brought together in plenary
- **Follow-Up:** Conversations will remain **confidential to participants**, but broad themes and shared resources will be synthesised into a post-broadcast blog for the WHLNet community.

Preparing for the session

- Reflect on your own experiences of leading in adversity and transformation—what has challenged you most, and what has sustained you?
- Think about examples, tools, or resources that could be valuable to others.
- Be ready to listen, share, and learn from peers in different contexts.

Together we will explore how leaders can find courage, compassion, and purpose in the face of adversity—and how these behaviours can transform healthcare systems.