

Integrating LEADS Into Practice

Learning **COLLABORATIVELY**

AGENDA LEADS Exchange Day

June 17, 2015
Charlottetown, PEI
8:30 AM – 4:30 PM

Objectives

The objectives of the 2015 LEADS Exchange day are to:

- Offer participants the opportunity to exchange knowledge on a variety of tools that have been developed by organizations across the country that integrate LEADS into practice
- To learn from each other and to understand the development principles that help contextualize tools into one's own environment
- To collaboratively develop evaluation frameworks for leadership capacity development

Highly interactive, small group work and key questions will guide this learning, leaving room for exchange among participants. LEADS users from across the country will be sharing their learnings and tools – join us for stimulating discussions.

Focus Areas

Exchanges will take place in these areas:

1. Developing a leadership Culture
2. Integrating LEADS into your People Strategy (performance evaluations, recruitment and retention, succession planning, job descriptions etc.)
3. Integrating LEADS into Change leadership
4. Developing an evaluation approach

Time	Topic	
7:30 – 8:30	BREAKFAST	
8:30 – 9:00	WELCOME Overview of the Day Introductions Strategic Directions Community for Practice	Ellen Melis Kelly Grimes Brenda Lammi
9:00 – 9:30	BUILDING THE QUESTIONS COLLABORATIVELY What would you like to know about: <ul style="list-style-type: none"> - Building a leadership culture - Integrating LEADS into your people strategy - Integrating LEADS into change leadership - Developing an evaluation approach 	All (Facilitated)
9:30 – 10:00	INTEGRATING LEADS WITH LEAN	Graham Dickson and Betty Mutwiri
10:00 – 10:15	HEALTH BREAK	
10:15 – 12:00	TOOLS FAIR	
10:15 – 11:15	BUILDING A LEADERSHIP CULTURE	
	<ul style="list-style-type: none"> - Leadership Values/Skills Maturity Model - Saskatchewan Leadership Program 	Saskatoon Health Region
	<ul style="list-style-type: none"> - Legacy Leadership Program Outline 	Bruyère
	<ul style="list-style-type: none"> - Board Governance LEADS Integration tool (tbc) 	Health PEI (TBC)
11:15 – 12:00	BUILDING YOUR PEOPLE STRATEGY	
	Succession Planning: <ul style="list-style-type: none"> - Process flow to determine Executive Candidates - Success Management Assessment Template - Organization-wide scan of development opportunities for Pipeline for Executive Pipeline Candidates template 	Hamilton Health Sciences
	Recruitment and Retention, job descriptions	
	<ul style="list-style-type: none"> - Interview Guide – integration LEADS 	Saskatoon Health Region
	<ul style="list-style-type: none"> - LEADS-Based Leadership Development and Assessment Plan 	Nova Scotia Health Authority (TBC)
	<ul style="list-style-type: none"> - LEADS Self Development Plan (French and English) 	CSSS Nord de la Lanaudière (TBC)
12:00 – 1:00	LUNCH AND NETWORKING	

Time	Topic	
1:00 – 1:20	BUILDING YOUR PEOPLE STRATEGY (continued)	
1:20 – 2:20	<i>Performance Development</i>	
	- Best Practices in performance development	LBU-commissioned paper
	- Performance development	Capital Health (TBC)
	<i>Focus on New Leaders</i>	BC Health Leadership Development Collaborative
	- Core LINX program	
2:20 – 2:45	INTEGRATING LEADS INTO CHANGE LEADERSHIP	
	- Stretch Program Planning Template	Eastern Health
	- Team Challenge Planning Template	
2:45 – 3:00	BREAK	2:45 – 3:00
3:00 – 3:50	DEVELOPING AN EVALUATION APPROACH Leadership Program Evaluation (Saskatoon Health Region)	Small group work Shared learning
3:50 – 4:15	INPUT INTO LEADS FRAMEWORK EVERGREENING	Kelly Grimes
4:15 – 4:30	REFLECTIONS & CLOSING	Invited perspectives

This program is subject to change without notice.