



Integrating LEADS Into Practice
Creating Learning Organizations
CONNECTING, SHARING, LEARNING

LEADS Exchange Day

June 8, 2016
Château Laurier, Ottawa, ON
8:30 AM – 4:30 PM

BIOGRAPHIES

Ellen Melis, MSc, CEC, PCC - FACILITATOR

Ellen Melis is a LEADS Certified Coach and Facilitator who works with organizations to develop leadership cultures. She is the founder of Unlimited Potential and the Co-Founder of the Deliberate Shift Coaching Program®. She has developed organizational leadership, coaching and change management programs based on the LEADS leadership framework in numerous organizations. She works with LEADS Canada as an advisor and consultant and is the chair of this year's LEADS Exchange Day Planning committee. Ellen holds a B.Sc. in Physiotherapy and an M.Sc. in Rehabilitation Science. She obtained her Executive Coaching Certification from Royal Roads University (PCC), is a certified professional facilitator and currently undertaking her doctoral degree in Leadership and Change at Antioch University.

LEADERSHIP FOR HEALTH SYSTEMS TRANSFORMATION PANEL MEMBERS

Graham Dickson, PhD

Graham is Professor Emeritus at Royal Roads University in Canada. Currently he is senior research advisor to the Canadian Society of Physician Leaders; Policy Advisor to the Canadian Health Leadership Network; and member of the LEADS Collaborative, an enterprise established to develop leadership within the health sector in Canada. Graham was principal investigator in a cross-Canada action research project on LEADS in a Caring Environment capabilities framework, and a CIHR/MSHRF funded four-year Canadian action research study. Dr. Dickson co-wrote (with Bill Tholl) a book on the LEADS framework published by Springer (2014).

Dr. Susan Drouin, RN, BN, MSc (A), MA, CHE

Susan is the Associate Director of Nursing, Clinical and Professional Staff Development at the McGill University Health Centre (MUHC). She has an extensive clinical and managerial background as a Registered Nurse, Nurse Manager, and Associate Director of Nursing in paediatric and adult care and in 2011, she completed the EXTRA Fellowship. Susan served as the President of the MUHC Council of Nurses from 2008 until 2012, when she left this role to represent the Council on the MUHC Board of Directors. As an Associate Professor at McGill University's Ingram School of Nursing, she teaches the course "Professional Issues in Nursing" in the Masters program. Susan completed her Bachelor's and Master's degrees in nursing followed by a Master's degree in education and leadership in healthcare and most recently a doctorate in Social Sciences.

Dr. Chris Eagle

Chris Eagle joined CHLNet as West Champion in May 2014. Chris was President and CEO of Alberta Health Services and is an acknowledged leader in the field of health care administration. He has served as a Board member on a number of health organizations including the Health Quality Council of Alberta and the Canadian Institute for Health Information. Chris is a retired Professor at the University of Calgary and holds adjunct appointments at the Universities of Alberta and Victoria.

Charles Leveque, BA

Charles Leveque has spent the last 20+ years training, coaching and consulting with executives, leaders and frontline staff in both healthcare and in the corporate world. As a Learning Specialist and OD practitioner at the Children's Hospital of Eastern Ontario, he is passionate about supporting and empowering the organization's people to achieve their personal, professional and strategic goals. Charles holds a degree in Communication and Political Theory as well as post-graduate work in Adult Education and Appreciative Inquiry. His background includes managing large scale initiatives in leadership development, quality and performance improvement, and culture change.

Neil Stuart, MSc, PhD

Neil was a founding board member and officer of Patients Canada. Patients Canada was established in 2011 to champion the patient voice in health care and bring about improvements in healthcare that matter to patients. Neil has also served in governance roles with VON Canada, The Change Foundation, Cancer Care Ontario, Toronto East General Hospital and the Ontario Hospital Association. He was recently appointed by the Ontario Minister of Health to a Task Force on Environmental Health that has been set up to address shortcomings in care for those with fibromyalgia, chronic fatigue syndrome and multiple chemical sensitivity. Neil's professional career was spent with PricewaterhouseCoopers and IBM.

Dr. John Van Aerde, MD, PhD

John Van Aerde is a neonatologist who fulfilled several leadership roles, including program integration in several Canadian provinces. He holds appointments at the Universities of Alberta and British Columbia, at Royal Roads University, and at the Physician Leadership Institute, helping physicians learn those skills not covered during clinical training. He is the immediate Past-President of the Canadian Society of Physician Leaders and the editor-in-chief of the Canadian Journal of Physician Leadership. From forest regeneration and living in a self-sustainable house, he discovers models and applications for the Canadian health (care) system as a complex adaptive system.

Andrea Reibmayr, MAL, CEC, CHE, ACC – Mastermind Group Facilitator

Andrea is a Certified Executive Coach (CEC) from Royal Roads University, a member of the International Coach Federation (ICF) and an Associate Certified Coach (ACC). She is also a member of the Canadian College of Health Care Leaders (CCHL) and a Certified Healthcare Executive (CHE). She has a Masters in Leadership specializing in health (MAL) from Royal Roads University, a business certificate in Not-for-Profit Organization from Concordia University, and a Bachelor in Arts (Sociology) from McGill University. She is certified in Myers-Briggs Type Indicator® (MBTI®) Level I and II, SDI® Level I, EQi 2.0 and EQi 360 and is a LEADS Coach with the LEADS Canada through the CCHL. She also trained in the Leadership Models Essential for Organizational Coaches and Coach Master Toolkit from the World Business Executive Coaches (WBEC).

Shauna Fenwick, BNSc, CEC, MA

Shauna is an accomplished facilitator, coach, educator and designer of leadership development systems. Shauna was a key member of the team that developed the LEADS in a Caring Environment health leadership capability framework, the LEADS 360 instruments and a variety of LEADS based education programs. She is fluent in the use of the LEADS framework to coordinate leadership systems and has worked with health organizations in several provinces as they put LEADS into practice. Recently, Shauna designed and now teaches an online course for coaches who are working with the LEADS framework. She was also the co-designer of a 14 module curriculum for first time leaders, based on LEADS. Shauna facilitates in the health, public and voluntary sectors, coaches individual leaders and project teams and teaches in graduate programs at Royal Roads University. She supervises graduate students' organizational leadership projects in the health and public sectors. She often uses an appreciative; strengths based approach and believes that including diverse voices enhances outcomes. Shauna's career of origin was nursing. She worked in the health system for more than 30 years as a front line nurse, educator, administrator and volunteer. She spent several years on the board of the Registered Nurses Association of Ontario. Clinically, her background was in cancer care and acute medicine.

Kathleen Paterson, BaSc, MA, CEC

Kathleen is a passionate leader with a talent for coaching and mentoring individuals and teams. She is a dynamic and experienced Leadership professional, with expertise designing and delivering learning, change and development initiatives to support individual and organizational growth. Kathleen has held numerous senior Organizational Development positions and her experience includes: Leadership Development; Change & Transformation; Strategic Planning; Communication and Coaching support for individuals and teams. She has extensive experience in healthcare, manufacturing and foodservice sectors. Kathleen has experience supporting Leaders explore, plan, deliver and engage in large organizational-wide change and transformation initiatives. She works closely and effectively with Leaders to uncover potential opportunities, proactively address risks and support them as they achieve planned results. She believes that growth and change are best achieved in an environment of support, curiosity and reflection. Kathleen supports leaders to embrace self-accountability, and practices to build trusting relationships, as important factors in achieving desired results.

Kelly Grimes, MHSc

Kelly Grimes is the part-time Executive Director with CHLNet. In addition to this role, she is an experienced consultant who has participated in multiple federal and provincial initiatives, including: the Role of Pharmacists in Primary Health Care; Strengthening Primary Health Care in Alberta through Family Care Clinics; Evaluation of Family Health Teams in Ontario; and ROI in Mental Health Promotion and Prevention. Kelly was previously Senior Director of the Quality Worklife Quality Healthcare Collaborative and Director of Research at Accreditation Canada. With 20 years of experience in the policy, research and management fields in health care, she has a strong understanding of the health system and its interactions at all levels of care and service. Kelly has a Masters of Health Sciences from the University of Toronto and Science and Business Degrees from the University of Ottawa.