

WRHA Strategy for Integrating LEADS in a Caring Environment Overview



Organizational Development
Winnipeg Regional Health Authority



Agenda

- Overview of leadership challenges
- The need for integration
- The LEADS Framework
- Opportunities and Tools
- Leadership's Role



The Leadership Gap

- Strong leadership is identified as a critical success factor in improving performance and quality of our health system.
- A leadership gap exists across Canada.
- A Canadian Health Leadership Benchmarking Study shows 84% of health care leaders are concerned about the overall leadership gap, with 42% of Canadian Academic Health Sciences Centres reporting they do not have the leadership they need to meet the challenges of the future.

Closing the Gap: A Canadian Health Leadership Action Plan.
The Canadian Health Leadership Network (CHLNet); June 2014



Health Care Performance – Canadian Comparison

Table 1
Overall Provincial Benchmarking Results

Province	Overall Performance (90 indicators)	Lifestyle Factors (5 indicators)	Health Status (30 indicators)	Health System Resources (8 indicators)	Health Care System Performance (47 indicators)
B.C.	A	A	A	B	B
Alta.	A	B	B	C	B
Sask.	B	C	B	B	C
Man.	D	C	D	C	C
Ont.	A	B	B	B	B
Que.	B	B	B	A	C
N.B.	B	C	B	B	A
P.E.I.	D	D	D	C	D
N.S.	B	C	B	B	A
N.L.	D	D	D	A	D

Note: The overall performance grade is calculated as the average of all indicators; therefore categories that have more indicators have a greater weight in the overall grade.
Source: The Conference Board of Canada.

<http://www.conferenceboard.ca/cashc/research/2013/pavingtheroad.aspx>



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Priority Process: Human Capital

Standards Set: Leadership

Unmet Criteria: There is a talent management plan that includes strategies for developing leadership capacity and capabilities within the organization (10.5)

Details Onsite Survey Results,
Winnipeg Regional Health Authority; page 39. 2016.

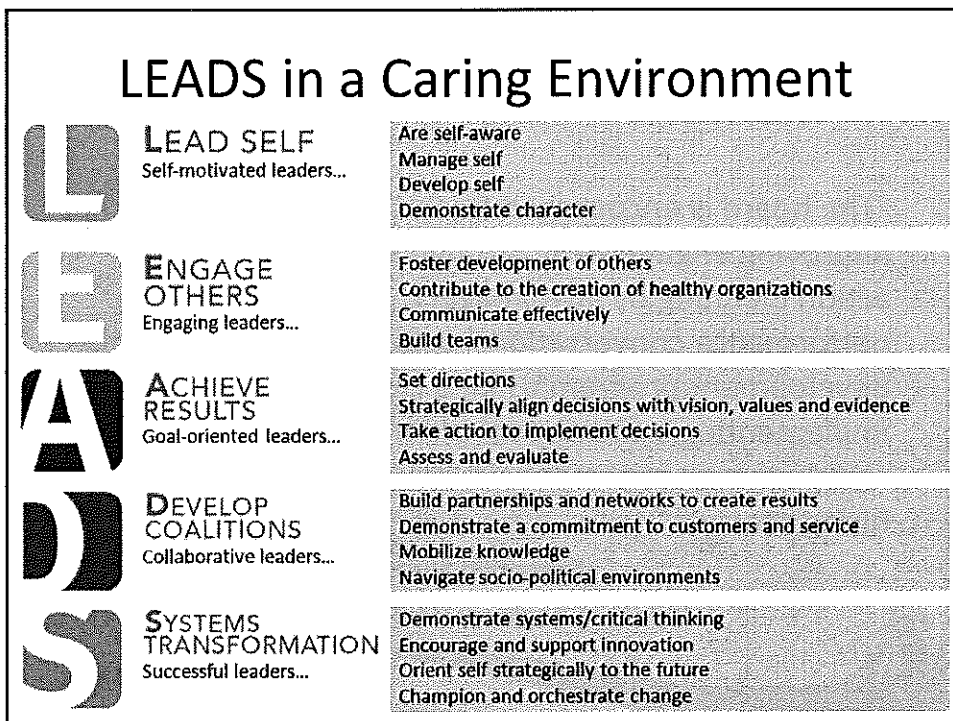


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“The board is encouraged to continue its focus on improving engagement through strategies such as action planning by all managers, implementing performance conversations, establishing a leadership development program using a LEADS framework, implementing a talent pool planning process, initiating a physician engagement survey, and improving the hiring process.”

Executive Summary Accreditation Report,
Winnipeg Regional Health Authority; page 5. 2016.





Benefits of LEADS

- Developed by health care for health care in Canada
- Evidence-based
- Equally useful for clinical and non-clinical leaders
- Applicable at the individual and organizational levels
- Based on a distributed leadership approach necessary in a complex environment such as health care
- Reinforces the respectful, collaborative, innovative and accountable culture that the WRHA is working toward
- Endorsed provincially and aligned with national focus



Integrating LEADS

OD Products and Services

- OD Consulting Services
- Leadership Development Program
- Performance Conversations
- 1 on 1 Leadership Coaching
- Talent Pool Planning
- Onboarding
- Change Management Model



Integrating LEADS

Additional Regional Opportunities

- Operating Plans
- Health for All
- Interprofessional Collaboration
- Recruitment
- Onboarding
- Change Management Model



Support to Integrate LEADS

Support offered by OD

- Management Pro assessment
- Leadership resources – Leaders Learning HUB
- Consultation on how to integrate LEADS
- Overview of LEADS framework



Your Role in Integrating LEADS

To be an active partner in integrating LEADS, you can:

- Get to know the LEADS framework
 - (OD can provide an overview presentation)
- Raise your team's awareness of LEADS and its application
- Identify what "LEADS in action" means for your team
- Use the language of LEADS when setting expectations, providing feedback, managing change



