

CHLNet/LEADS Collaborative Webinar

Culture Eats Strategy for Breakfast: Effective Practices and Tools to Change Culture **Wednesday, March 7, 2018, 12pm-1pm EDT**

As Peter Drucker often states, “culture eats strategy for breakfast” and sometimes dinner too with a few snacks thrown in! Our best laid plans as leaders can be quickly side tracked by countering employee beliefs and behaviours; impacting our desire for better performance and quality for patients and families. Register now for this free webinar that explores the links between leadership and culture. Two Ontario health care organizations will provide practical approaches and tools to changing culture deliberately at both the visible and under the surface level.

Lots has been written about culture, but what does it mean and what do we know about culture and climate in healthcare? Ellen will share an example of a cultural assessment tool, show how it can be used within the context of your organization, discuss how to influence culture and explain the link between leadership and organizational culture.

Several years ago, the Children’s Hospital of Eastern Ontario embarked on a journey to create a culture of continuous improvement within the hospital. Theresa will share the organization’s strategies, challenges and successes in the journey to create a community of problem solvers.

Culture change is about more than just awareness of assumptions and beliefs. Charles will share some of the work The Ottawa Hospital has done while travelling on the transformational road to the implementation of a “Just Culture”. In the classic chicken/egg dilemma, we are learning that behavior and attitude contribute to the formation of a culture change spiral that leaders will either actively influence or see themselves influenced by.

Guest Speakers



Ellen Melis: Ellen Melis is President of Unlimited Potential, a firm dedicated to strategic leadership development. She works with organizations to develop an integrated strategy that aligns with their values, identifies outcomes, builds on best practices and supports organizations at the strategic, team and individual level. She is a certified executive coach, professional facilitator and a LEADS certified Coach and Facilitator. She is currently working on her PhD in Leadership and Change at Antioch University, focusing on patient and family-centred organizational culture.



Theresa Humphrys: Theresa Humphrys is Director of Organizational Development and Learning for the Children's Hospital of Eastern Ontario in Ottawa, Canada, a position she's held since 2007. In her role, Theresa is passionate about creating an inspiring and humane workplace culture. At CHEO, she has helped the organization implement a regular process of monitoring and positively influencing engagement, and supported teams and leaders to embrace change and make daily improvements in their work.



Charles Leveque: Charles Leveque is the Manager of Learning and Leadership Development at The Ottawa Hospital, one of Canada's largest Academic Health Centers. Charles has over 20 years' experience in Learning and Development in both the public and private sector with the last 10 years in healthcare. He is committed to, and energized by supporting, enabling and collaborating with the leaders and teams who are ensuring that The Ottawa Hospital continues to provide the care we would all want for our loved ones in an ever-changing healthcare environment.



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