



Integrating LEADS into Practice

ORIENT, DEVELOP, INTEGRATE, SUSTAIN

LEADS Exchange Day

June 14, 2017

Westin Bayshore, Vancouver, BC

8:00 AM – 4:30 PM

LEADS Collaborative Mission

To develop, support and sustain LEADS-based leadership capacity for health system transformation.

Vision

Growing Our Health Leaders for Tomorrow – Together

Theme Objectives

Orient

Some of us have been on the leadership development journey for a while and others are just embarking. We will share tools and ideas on how to orient the organization and its leaders to LEADS and what it means to be deliberate about creating a leadership culture and strategy.

Develop

How do we build a LEADS-aligned leadership culture and strategy? What are ways to build leader knowledge, skills, behaviours and ways of thinking and how do we build an organizational leadership culture? What have others done and what can we learn from each other?

Integrate

How do we integrate LEADS into our talent leadership strategies, how do we recruit and think about succession planning? How do we integrate LEADS into our organizational culture, the way we make decisions and how we are with each other? The sharing of tools and Ideas and making these available to others is the underpinning of the LEADS Exchange day.

Sustain

How do we ensure that our leadership investment efforts are sustained over time and throughout the organization? How do we evaluate our investments and measure success? These are important questions that we will spend time on during the day.



Networking Reception

Join us for an evening reception to connect with the LEADS Collaborative team, its clients and partners.

Date: Tuesday, June 13, 2017

Time: 6:30-8:30 pm

Location: Coal Harbour Restaurant | Cactus Club Cafe, 1601 Bayshore Drive, Vancouver, BC

Tickets can be purchased on our website at www.leadscanada.net or by contacting Lynne Marleau at lmarleau@leadscanada.net or at 613-235-7218 / 1800-363-9056 ext. 210.

2017 LEADS Exchange Day – Preliminary Agenda

Time	Topic
7:30 – 8:30	BREAKFAST
8:30 – 9:00	<p>WELCOME Overview of the Day Introductions</p>
9:00 – 10:30	<p>ORIENT Start Smart in your Organization Adopting LEADS in your organization can take different paths. Two organizations share their LEADS integration journey and tools.</p> <p>Kathrin McMath – Menno Place, Abbotsford, BC Sharing the experience of leadership as a driver for the strategic plan and integrating LEADS into performance reviews. How using the LEADS framework became second nature with leaders at this organization.</p> <p>Tools / Resources shared:</p> <ul style="list-style-type: none"> • LEADS Based – Performance Review <p>Stevie Colvin – Alberta Health Services LEADS is a leadership and change framework - its breadth is only limited by the innovation of its users. How can you adapt and expand upon some of the LEADS tools developed by AHS for your organization?</p> <p>Tools / Resources shared:</p> <ul style="list-style-type: none"> • Introduction to LEADS (video) • E-module – Leaders’ guide to self-assessment • AHS LEADS Based Interview Questions • AHS Senior-Level Leader (SLL) Certificate Program – Participant Handbook • AHS Non-Union Exempt Employee Performance Appraisal • AHS Unionized Employee Performance Conversation Summary • LEADS – a project evaluation framework
10:30 – 10:45	HEALTH BREAK

Time	Topic
10:45 – 12:00	<p>DEVELOP Leadership Development Across the Organization and Professions Leading in healthcare requires leading across professions throughout the organization and leadership development requires a focus on individuals and organizations. What can we learn from other organizations?</p> <p>Physician Integration Dr. Rollie Nichol - Alberta Health Services Leadership development has also focused on physician leadership development and integration. Dr. Nichol will describe the evolving role of physicians in healthcare transformation and his learnings and insights into physician leadership development at AHS.</p> <p>Tools / Resources Shared:</p> <ul style="list-style-type: none"> • White Paper: Accepting our responsibility: a blueprint for physician leadership in transforming Canada’s health care system. J. Van Aerde and G. Dickson, January 2017. • LeaRN – the AHS online leadership course and resource tool for physicians mapped onto LEADS framework and the CanMEDS leadership competencies. <p>LEADS and Healthcare Boards Garth Waite - Health PEI By focusing on systems transformation, how can a healthcare board play a generative governance role with an emphasis on culture change and strengthening change capacity within the organization and its partnerships? A project in progress.</p> <p>Tools / Resources Shared:</p> <ul style="list-style-type: none"> • Healthcare shift roadmap (illustrating the major industry shifts over time and implications for healthcare leadership and complexity). • Cynefin framework - applied to the Board context to illustrate the implications for governance leadership within various levels of system complexity. • LEADS-based Leadership and Culture matrix for Boards
12:00 – 1:00	LUNCH AND NETWORKING

Time	Topic
1:00 – 2:15	<p>INTEGRATE Integrating LEADS into your Talent Management Strategy How can we develop a talent management strategy that is linked to the strategic plan, integrates LEADS and works in the reality of a health environment? In this interactive session we will share talent management tools and tackle your questions and challenges.</p> <p>What Talent Management Lessons can we learn from outside health care? Dara Pinke - Marriott International Dara Pinke shares Marriott International’s approach to talent management, including talent scouting and development, performance feedback management, measuring success and lessons learned in the process.</p> <p>Tools / Resources Shared:</p> <ul style="list-style-type: none"> • Talent Management Principles
2:15 – 2:30	<p>HEALTH BREAK</p>
2:30 – 3:45	<p>SUSTAIN AND EVALUATE What are some of the best practices in leadership evaluation, what makes it tricky and how can we talk about the ROI of leadership development in healthcare?</p> <p>YOUR EVALUATION QUESTIONS Participate in the evaluation survey prior to the LEADS Exchange day. Participants will share their joint knowledge of the most frequently asked leadership development evaluation questions.</p> <p>LEARNINGS FROM MITACS LEADS IMPACT STUDY What can we learn about evaluation from the Mitacs evaluation study on early integration of LEADS in five organizations? Shauna Fenwick - Fenwick Leadership Explorations</p> <p>UPDATE ON LEADERSHIP DEVELOPMENT IMPACT ASSESSMENT TOOLKIT Kelly Grimes will share an update on the work to date on the development of a leadership development assessment impact toolkit. Kelly Grimes - CHLNet</p>

Time	Topic
	<p>Tools / Resources Shared:</p> <ul style="list-style-type: none"> • Changing Health Organizations with the LEADS Leadership Framework. Report of the 2014 – 2016 LEADS Impact Study Vilches, S., Fenwick, S., Harris, B., Lammi, B. & Racette, R. (2016). • Update on work to date on the Leadership Development Impact Assessment Toolkit
3:45 – 4:00	REFLECTIONS & CLOSING

*This program is subject to change without notice.
Last Update: May 23, 2017*