

CHLNet Newsletter – Fall 2010

It was approximately one year ago that the CHLNet founding partners came together to take the next step in growing our *value network*. As we enter into late fall/early winter of our first year, we are seeing a growing recognition across Canada of the need to grow our collective leadership capacity and to do so in an evidence-based, interdisciplinary way. Excellence in health leadership is now seen as a sine qua non of excellence in health care delivery.

There has also been a rapid acceptance of *LEADS in a Caring Environment* as a coherent way of thinking and acting to advance the goal of expanding health leadership capacity. For example, the Canadian College of Health Leaders has formally adopted *LEADS* as its foundation for re-engineering its continuing professional development and certification programs. At least five jurisdictions have now either formally or functionally adopted *LEADS* as the learning platform for intramural and extramural professional training programs. Specifically, Alberta, Manitoba, BC, PEI and Nova Scotia are active partners in rolling out *LEADS in a Caring Environment*. Accreditation Canada is actively reviewing their guidelines on governance and leadership to reflect the key learnings coming out of an assessment relative to the *LEADS in a Caring Environment*. Internationally, invitations have come from Hong Kong, Boston and Paris to speak about the *LEADS in a Caring Environment Framework*, its role in developing “large system” leadership development and succession planning solutions under the aegis of CHLNet and **leadersforlife** and the role of a growing number of *For Health, By Health* tools in doing so.

Over the past year, we have met or exceeded all of the expectations set out in our 2010 work plan. In terms of value added leadership tools, we released the first-ever, comprehensive database of health leadership programs across the country. This *LEADS*-based resource locator is now available on CHLNet.ca (password protected). We have created the first “top ten” recommended and hot linked readings and will shortly add a series of leadership vignettes (“Seeds of Inspiration”) courtesy of our partners at **leadersforlife**. Finally, our first “LEADerShip at a Glance” environmental scan is being released as part of our re-launch of CHLNet.ca.

CHLNet’s “Bill’s Blog” is now active, engendering a national narrative around key leadership challenges and as a means of engaging “Friends of CHLNet” in this *LEADS* dialogue. Plans are in place to work through and with our regional nodes to generate the first of what will hopefully be a semi-annual *LEADS*-based leadership scan, to begin to capture the richness of the natural experiment that is health leadership across Canada.

Turning to our Network of centres of excellence in health leadership research, working with Dr. Graham Dickson and colleagues at Royal Roads University (RRU), CHLNet was critically involved in securing a path-breaking \$450,000 grant from the Canadian Institute for Health Research and the Michael Smith Foundation. This has spawned an emerging network of centres of excellence in health leadership research that includes co-applicants from: University of British Columbia, University of Alberta, University of Toronto, McMaster University, McGill University, University of Montreal and Dalhousie University.

The research team is working with senior decision-makers across the country to develop a series of action research case studies aimed at better understanding the role of leadership in change management processes. CHLNet's work has also been critical to developing a first-ever systematic review of change management models included in a current joint research project with RRU for the Canadian Health Services Research Foundation.

As a *value network*, CHLNet's approach continues to focus on "working together to add value." We were asked to present to the Federal/Provincial/Territorial Advisory Committee on Health Delivery and Human Resources (ACHDHR) on April 17, 2010 and have responded to a request to (re)submit an application of \$500,000 over two years to help CHLNet take the network to its next level in terms of refreshing current tools (e.g. the inventory) and growing new capacity (e.g. working with Emerging Health Leaders to create mentorship opportunities). We recently met with the federal Deputy Minister of Health and this proposal was discussed at the most recent meeting of ACHDHR in October. We remain optimistic that Health Canada will provide the funding necessary to substantially accelerate the roll-out of CHLNet's program of work over the next two years.

Finally, the initial target was to double the number of Network Partners by December 2010. We have already surpassed this target with 30 CHLNet Partners now confirmed or actively considering being part of CHLNet. This provides still further evidence that *LEADS in a Caring Environment* is taking root across Canada and that CHLNet continues to play an important role in developing tools, in promoting an evidence-informed approach to leadership development through research and in creating dialogues around health leadership.

The first meeting of the *Network Partners Roundtable* is taking place on December 15, 2010 in Ottawa. The purpose of the roundtable will be threefold: first, a leadership development opportunity for CEOs of CHLNet Partners (Dr. Darrell Bricker, President and CEO of Ipsos-Reid Canada will be our luncheon guest and will be speaking to "Closing the Leadership Gap"); second, an opportunity to review the first *LEADS* environmental scan of health leadership initiatives across Canada; and third, to give direction as relates to the ongoing "governance" of CHLNet, remembering that *value networks* are enabled not administered.

We Welcome Our Newest CHLNet Partners (September to November 2010)

Biotech
Health Association Nova Scotia
Health PEI
Manitoba Health
MEDEC
Ontario Association of Community Care Access Centres
Ontario Ministry of Health and Long-Term Care

Your Feedback

If you have any suggestions, comments or questions about CHLNet, please do not hesitate to contact us at Secretariat@CHLNet.ca.

CHLNet...your premium value network!