



Bringing *LEADS* to Life...
By Health, For Health Leadership Solutions

CHLNET Update
Advisory Committee on Healthcare Delivery
and Human Resources

Ottawa, Ontario

June 14, 2011

Objectives

- **Bring ACHDHR up-to-date with CHLNet progress since April '10 presentation.**
- **Thank governments who have joined the network and/or provided project support.**
- **Reaffirm request for additional, one-time only support.**

CHLNet Mission

Our mission is to enhance health leadership capacity across Canada by:

- Better understanding the discipline of leadership in health through **RESEARCH**;
- Supporting the development and promotion of “By Health, For Health” **TOOLS**; and
- Convening “By Leaders, For Leaders” **DIALOGUE** sessions.

* See CHLNet.ca

CHLNet is a By Health, For Health “Value Network”

- Enabled, not administered
- Trust and reciprocity
- Partnership and collaboration
- Interprofessional and intergenerational



Genesis of CHLNet

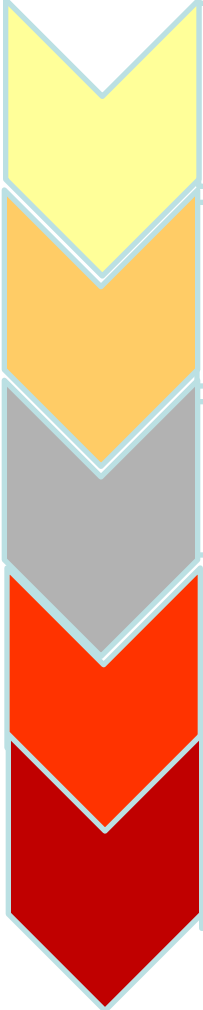
- **Leadership Committee formed in 2004-05**
 - Canadian College of Health Service Executives (CCHSE)
 - Academy of Canadian Executive Nurses (ACEN)
 - Canadian Society of Physician Executives (CSPE)

- **CEO Roundtable of National Health Organizations**
 - National health associations and professional associations
 - Meetings/discussions started 2003-04
 - Concept of CHLNet emerged

- **Merging of the two initiatives – early 2006**
 - Formation of Steering Committee
 - Shared funding – Associations, Health Canada, CHSRF
 - CMA serve as initial, interim Secretariat

- **Establish Interim Board – Spring 2009**
 - Formation of Founding or “Transition” Board with four “members at large” (Unincorporated)
 - CCHSE agrees to take on Secretariat role (January 2009 for three year period)
 - Founding Executive Director appointed

Evolution of *LEADS*

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- Leadership Gap
 - Quantitative and qualitative imperatives
 - Attraction and retention
 - BC funded research project: extensive literature review; interviews; focus groups → *LEADS*
 - National CHLNet research project...CHSRF; “5Cs” Framework developed/validated
 - *LEADS...in a Caring Environment*
...common “capabilities” framework
 - *Adoption by CHLNet (30+ and growing)*
 - *Adoption by CCHL*
 - *Adoption by Accreditation Canada (expected)*

LEADS across Canada



Coalition Building...Network Partners

- **Founding Partners:** Canadian Nurses Association; Association of Academic Healthcare Organizations; Academy of Canadian Executive Nurses; Canadian Medical Association; Canadian Healthcare Association; *Emerging Health Leaders*; Accreditation Canada; Canadian College of Health Leaders (Host Secretariat); **Health Care Leaders Association of British Columbia**; Canadian Agency for Drugs and Technologies in Health; Canadian Society of Physician Executives; Canadian Patient Safety Institute.
- **New Network Partners:** Canadian Pharmacists Association; Canadian Blood Services; Public Health Agency of Canada; Public Health Association of Canada; Victoria Order of Nurses; Rx and D Canada; Canadian Institute for Health Information; Royal Roads University; Royal College of Physicians and Surgeons of Canada ; **Manitoba Health**; Ontario Association of Community Care Access Centres; **Health PEI**; Health Associations of Nova Scotia; MEDIC; BIOTECanada; **Ontario Health**; Canadian Health Services Research Foundation; Ontario Hospital Association
- **Eligibility:** Ongoing strong organizational commitment to excellence in health leadership; annual network fee; acceptance of *LEADS in a Caring Environment*



CHLNet “Core Business Line”



CHLNet Update

(A) Research...

- ...PHSI project (\$850K/3yrs; five regional case studies; national node).
- ...CHSRF funded inventory of change management models.
- ...Awaiting Health Canada funding for update of inventory of leadership training.
- ...abstract accepted with ILA (Oct '11).

PHSI (1): The Vision

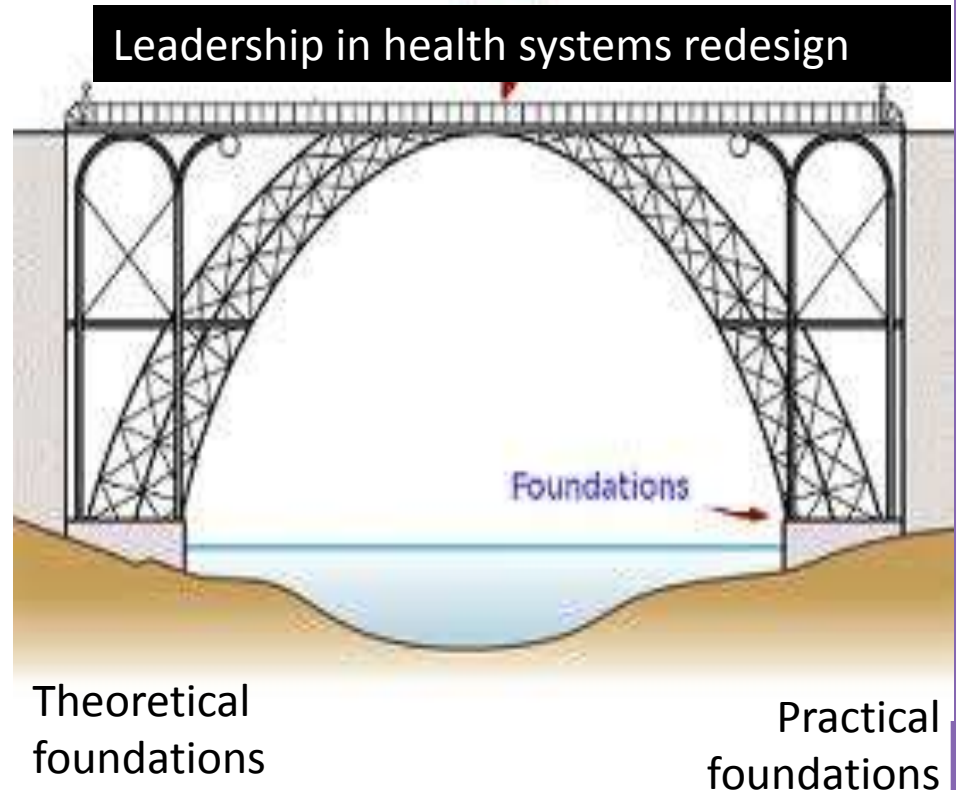
- National network to generate the leadership required to lever health system transformation
- NCE in health leadership



Networks of Centres of
Excellence of Canada (NCE)

PHSI (2): The Foundations

- Theoretical
 - Leadership
 - Focus of 'change' literature
 - Transformation
 - Systems thinking/complexity
- Practical
 - HCLABC and LEADS
 - Creation of CHLNet
 - *LEADS in a Caring Environment* framework adoption across Canada



PHSI (3): The Steering Group

- **Graham Dickson, PhD.** Principal applicant and Nominated Principal Investigator. Professor Emeritus, Royal Roads University
- **Bill Tholl, MA, ICD.D.** Principal decision-maker applicant. Executive Director, Canadian Health Leadership Network (CHLNet)
- **Don Philippon, PhD.** Decision-maker co-applicant. Professor, Health Policy & Management, School of Public Health, University of Alberta
- **Margot Craig Garrison,** Director, Health Human Resources STRATEGIES Division at Health Canada
- **Ronald Lindstrom, PhD, FCCHSE.** Co-Applicant. Adjunct Professor, Centre for Health Leadership and Research, RRU, Victoria
- **Charlyn Black, ScD, MD.** Co-Applicant. Associate Director, Centre for Health Services & Policy Research; Professor, School of Population & Public Health, UBC
- **Geoff Rowlands.** Decision-maker co-applicant. President and Chief Executive, Health Care Leaders Association of BC,
- **Aslam Anis, PhD.** Decision-maker co-applicant. Professor and Director, MHA Program, School of Population & Public Health, UBC.
- **Maura Davies, BSc, BEd, MHSA, FCCHSE.** Decision-maker co-applicant. President & CEO, Saskatoon Health Region.
- **Allen Backman, PhD.** Co-applicant. Director, MPH Program, School of Public Health, University of Saskatchewan
- **Ross Baker, PhD.** Co-Applicant. Professor, Department of Health Policy, Management and Evaluation, University of Toronto;
- **Dr. Josh Tepper, MPH.** Decision-maker co-applicant. Vice-president of Learning, UHN
- **John Lavis, MD, PhD.** Co-applicant. Professor, Clinical Epidemiology and Biostatistics, Faculty of Health Sciences, McMaster University
- **Jean-Louis Denis, PhD.** Co-applicant. Professor, Health Administration; Director, Groupe de recherche interdisciplinaire en santé (GRIS), University of Montreal
- **Regis Blais, PhD.** Co-applicant. Professor, **Groupe de recherche interdisciplinaire en santé (GRIS), University of Montreal**
- **Francoise Chagnon, MD.** Decision-maker collaborator, with intent to take on full co-applicant role. Director of Professional Services, Institut de readapatation Gingras Lindsay de Montréal
- **Robyn Tamblyn, PhD.** Co-applicant. Professor, Faculty of Medicine, McGill University, Montreal
- **David Persaud, PhD.** Co-applicant. Associate Professor, Health Services Administration, Dalhousie University
- **Chris Power, BSN, MHSA, CHE.** Decision-maker co-applicant. President & Chief Executive Officer, Capital Health District
- **Anne McGuire, BN, MHSA, CHE.** Decision-maker co-applicant. CEO, Izaak Walton Killam Health Centre, Halifax

PHSI (4): Progress to Date

- Steering committee
- Regional PAR teams—
researchers, decision
makers, knowledge
translators
- Common questions/
case study format
- National node project
- Knowledge mobilization
strategy
- Research starts in early
fall



CHLNet Update

(2) *By Health, For Health Tools...*

...awareness raising...some 20+ “Bringing *LEADS* to Life Sessions”.

...capacity building...co-hosted *LEADS* certification session (n=24, Victoria).

...CHLNet facilitated and RRU-delivered “Advancing Health Leadership” sessions (Hecla Sept’10; Wakefield May’11).

...discussions with HCLABC and CCHL re: transition arrangements for rolling out *LEADS*-based organizational tools (e.g. Diagnostic).

CHLNet Update

(3) *For Leaders, By Leaders* Dialogue...

...NP Roundtable (Dec'10);
“Bricker’s Brunch”

...NP Roundtable (June'11):
“Simpson Supper”...*ACHDHR invited*

...NP on-line satisfaction survey (in field)

...MacNaught-Taillon Award 2011 (Richard Alvarez)

...Spring'11 Newsletter

...*Leadership at a Glance*: “Top Ten Picks”

...Launch of *Leadership* “Bytes”

Planned Initiatives

- Align “form to function”... “value network” governance.
- Renew existing brokering agreements and expand “Bringing *LEADS* to Life” session for NPs.
- Set stage for applying for “Network of Centres of Excellence in Health Leadership” grant.
- Continue to pursue one-time only Health Canada funding for network as well as remaining provincial gov’ts.
- Grow number of Network Partners...target of 40 by Dec’11.
- Help establish “Health Leadership Stream” with/through ILA.

AND MORE, WITH YOUR HELP!

Thank you!

For more information, see

www.chlnet.ca