



**COMPENDIUM
OF LEADS-BASED
LEADERSHIP DEVELOPMENT AND
LEADERSHIP PRACTICE RESOURCES**

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**Property of the College of Medicine, University of Saskatchewan and the
Saskatchewan Health Authority**



COMPENDIUM OF **LEADS**-BASED LEADERSHIP DEVELOPMENT AND LEADERSHIP PRACTICE RESOURCES

Purpose:

The following document outlines work done to this point in the creation and structure of a compendium of the *LEADS in a Caring Environment* capabilities framework (LEADS) resources to support Provincial Department Heads (PDHs) in their leadership role. The Compendium is intended to support PDHs individually and when working together, reflecting their individual and collective accountabilities as set out in the PDH Position Profile. The compendium contains resources that are primarily designed for PDH leadership development, and resources that can be used in the workplace to advance the PDHs practice of leadership.

Organization:

The content is organized in three categories: (1) Knowledge of LEADS; (2) Developmental resources used to operationalize and populate the leadership development schema as decided upon in subsequent times —i.e., strategic leadership development, team and organizational development, personal development; and (3) organizational resources to be used in day-to-day leadership practice.

The curation of specific content items references the relevant domains of the *LEADS in a Caring Environment* capabilities framework. A short summary of each item identified, and its potential use is provided. Each resource will have either a link to a site where the resource can be easily found, or information about how to access it. A code to indicate cost, commitment (time and effort), and credits toward the Canadian Certified Physician Executive credential is indicated as appropriate (refer to [Legend](#) for details). *NOTE: Ideally, all PDHs are encouraged to seek fulfillment and completion of a CCPE either before or while in the role.* Resources available within the province of Saskatchewan will be highlighted in green.

Evergreening: The LEADS-based Compendium will be modified over time to reflect feedback from PDHs and to build in new resources as they become available and as the needs of PDHs individually and as a group evolve over time.



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LEGEND

Resource A green highlighted resource title indicates programs available within the Saskatchewan Health Authority, at the University of Saskatchewan (College of Medicine), or Johnson/Shoyama Graduate School (joint relationship with the University of Saskatchewan and the University of Regina).

LEADS The LEADS domains that are substantively dealt with in the program content and approach will be shown as **green** letters, whereas those that are either absent or minimally present will be indicated as black letters. For example, **LEADS** indicates that the **Engage others** and **Achieve results** domains are substantively dealt with in program content and approach, while the other three—**L, D, and S**—are either absent or minimally present.

\$ - \$\$\$\$ The **\$** symbol denotes \$2500 increments of cost; i.e., **\$\$\$** indicates a cost of \$7500. *NOTE: this primarily applies to programs with a tuition fee.*

F(\$#) Indicates a fee for a resource that is available at a cost to the participant or the organization sponsoring the program. The fee might be:

- A fixed cost, i.e., \$50 for a book **F(\$50)**;
- Reflect a fee to be charged by the enterprise that owns the Intellectual Property (set cost; i.e., **F(\$150)**);
- A license to be obtained at a negotiated cost **F(\$NL)**. In the latter case information about the cost must be negotiated with the provider of the resource.
- No cost, **F(NC)** refers to a resource that is available at no cost to the participant. Some of these resources may be available on the internet or from a provider across Canada that has offered the resource for no cost.

E(#) Indicates the commitment of time and effort commensurate with the hours of learner effort indicated by the number in the brackets. For example, **E(30)** would refer to a program requiring 30 hours of time and effort. **E(1+)** would refer to activities or experiences requiring at least an hour, with the plus sign (+) indicating that the PDH might wish to spend more time with the resource than the minimum required.

CCPE (#) The Canadian Certified Physician Executive (CCPE) credential has two routes to completion. Each route requires completion of a minimum of Continuing Medical Education credits (CME). If a program or activity qualifies as contributing to one of the two routes to the CCPE, then the designation will be as follows: **CCPE (#)** where the number sign indicates the number of CME credits allocated to that program or activity. NOTE: 85 CME credit hours are required to qualify for the academic route to the CCPE ([CCPE Credentialcertification](#)).



CONTENT

Knowledge of LEADS

LEADS at a Glance: Using LEADS as an Enabler of Change in Healthcare

Seven-page document published by Canadian College of Health Leaders, LEADS Global, and Canadian Health Leadership Network to describe and explain, at a high level, the content of the LEADS framework, and how it can be used as a change guide. Available @ [LEADS at a Glance 2022](#)

Domains	Cost	Commitment
LEADS	F(NC)	E(1)

LEADS Brochure (English version)

Two-page brochure published by Canadian College of Health Leaders, LEADS Global, and Canadian Health Leadership Network Summary of the domains and capabilities of LEADS. Available @ [LEADS_Brochure_EN_Final.indd \(leadscollaborative.ca\)](#)

Domains	Cost	Commitment
LEADS	F(NC)	E(<1)

LEADS Executive Summaries (one per domain: French and English).

Three-page explication of the evidence-informed purpose and rationale for each domain of the LEADS framework. Online documents available online at the Canadian College of Health Leaders: [Resources - CCHL LEADS Canada \(cchl-ccls.ca\)](#).

Domains	Cost	Commitment
LEADS	F(NC)	E(1)



Key Points to Leadership Growth (one per domain: French and English)

One-page description of each domain of the LEADS framework. Online documents available online at the Canadian College of Health Leaders: [KEYPOINTS_2019_EN.pdf \(leadscanada.net\)](#)

Domains	Cost	Commitment
LEADS	F(NC)	E(1)

Book--Bringing Leadership to Life in Health: LEADS in a Caring Environment (2nd edition)—Putting LEADS to Work.

Features many stories and examples from the Saskatchewan Health Authority. Provides the current (2020) evidentiary foundation for the LEADS framework and describes its genesis, evolution, and application in multiple Canadian and international contexts; including Indigenous Health, People Centred Health, and LEADS in the Professions. Contains Leadership Moments—activities a leader can undertake to grow their leadership capability. Available @ [Bringing Leadership to Life in Health - CCHL – CCLS | The Canadian College of Health Leaders \(cchl-ccls.ca\)](#)

Domains	Cost	Commitment
LEADS	F(\$90)	E(10+)

Behavioural descriptors supporting the College CHE Program: LEADS in a Caring Environment, Canadian College of Health Leaders

This document provides in-depth lists of behavioural statements that describe what each of the LEADS domain capabilities might look like in practice. An individual can use these for their personal learning plan. Available @ [CCHL_CHE-LEADS-Framework_EN - Behavioural Descriptors Supporting the College CHETM Program LEADS in a Caring Environment Framework Lead Self: Emotional | Course Hero](#)

Domains	Cost	Commitment
LEADS	F(NC)	E(Variable)



LEADS Leadership Foundations, Saskatchewan Health Authority

(in-development; will launch in fall 2022)

This program will strengthen participant’s capacity to learn, grow, and apply leadership practices anchored in the LEADS in a Caring Environment Framework through blended learning experiences. Contact Organizational Effectiveness and Leadership: SHAorgdevelopment@saskhealthauthority.ca.

Domains	Cost	Commitment
LEADS	F(NC)	E(10+)

LEADS Leadership Foundation program (online), Canadian College of Healthcare Leaders

This program is for individuals who wish to learn about the content of the LEADS framework. Available @ [Learning Series - CCHL LEADS Canada](#)

Domains	Cost	Commitment
LEADS	F(\$1775)	E(20)

LEADS Inspired Leadership Program, CHA Learning (HealthcareCAN) (online)

This program is for individuals who wish to learn about the content of the LEADS framework. Available @ [Online LEADS Inspired Leadership Program | CHA Learning](#).

Domains	Cost	Commitment
LEADS	\$1595	E(25)



Developmental Resources Aligned with the Leadership Development Schema

Strategic Leadership Development

Achieving Strategic Priorities with LEADS: An Executive Leadership Program, Canadian College of Health Leaders

The Achieving Strategic Priorities with LEADS (ASPL) program engages with the executive team to recalibrate and to clarify the most effective leadership capabilities required to advance key organization priorities. Available @: [Achieving Strategic Priorities with LEADS - CCHL LEADS Canada \(cchl-ccls.ca\)](http://Achieving Strategic Priorities with LEADS - CCHL LEADS Canada (cchl-ccls.ca))



Fellowship for Health Systems Improvement, School of Public Health, University of Alberta.

Five two and half day retreats mediated online. Available @ <https://www.ualberta.ca/public-health/programs/professional-development/fellowship-in-health-system-improvement/index.html>



Saskatchewan Health Authority Management System: Foundations Program

This course is appropriate for anyone working in the system who would like to learn more about how to make systematic improvement to their work and develop their leadership skills. Topics include people centered care, leadership behaviours and practices, safety management, problem solving culture, and visual management. The tools that were previously taught through Lean Improvement Leader Training (LILT), will be integrated into this improved training program, supporting learners in identifying, engaging, implementing, and sustaining improvement opportunities in their work.

Contact Organizational Effectiveness and Leadership:
SHAorgdevelopment@saskhealthauthority.ca



Domains

LEADS

Cost

F(NC)

Commitment

E(35-70)

Saskatchewan Leadership Program, Saskatchewan Health Authority

(currently on hiatus with no return date determined)

The Saskatchewan Leadership Program (SLP) provides an applied learning experience; taking what is learned and immediately practicing it in daily leadership. It focuses on empowering leaders from across the Saskatchewan Health Authority (SHA).

Contact Organizational Effectiveness and Leadership:

SHAorgdevelopment@saskhealthauthority.ca

Domains

LEADS

Cost

\$F(unknown)

Commitment

E(120)

Excellence in Health Leadership program (lead by the Johnson-Shoyama School of Public Policy)

The EHL program is a four topic, online executive training program designed to strengthen health administrators' and policy makers' visioning and leadership skills. Available @ <https://www.schoolofpublicpolicy.sk.ca/executive-education/excellence-in-healthcare-leadership-program.php>

Domains

LEADS

Cost

\$1800

Commitment

E(25-40)

EXTRA program offered by Health Excellence Canada (HEC)

This program is for sponsored teams of 3-5 individuals from one Health Authority. Its focus is on improving leadership skills required to lead change and largescale quality improvement, and has a strong emphasis on engaging patients and families. Available @ [EXTRA Call for Applications \(healthcareexcellence.ca\)](http://EXTRA.Call.for.Applications.healthcareexcellence.ca)



Domains	Cost	Commitment	Credential
LEADS	\$*	E(120)	CPPE(85)

**NOTE: Cost is \$2500 because HEC covers remainder of course costs; \$\$\$\$.*

New and Evolving Academic Leaders (NEAL) Program, Temerity Faculty of Medicine, University of Toronto.

This program is for individuals who wish to engage people to develop or advance an educational, research or innovation agenda in health care within their academic environment. Available @ <https://centreforfacdev.ca/new-evolving-academic-leaders/>

Domains	Cost	Commitment	Credential
LEADS	\$\$\$\$\$	E(120)	CPPE(85)

Physician Leadership Institute, Canadian Medical Association

The PLI offers programs in strategic leadership such Strategic Thinking for Results; Leadership Strategies for Sustainable Physician Engagement; Leading in Crisis; Advocacy for Change; Leading Change; Developing and Leading System Improvement Available @ [The Physician Leadership Institute | CMA Joule \(joulecma.ca\)](http://ThePhysicianLeadershipInstitute|CMAJoule(joulecma.ca))

Domains	Cost	Commitment	Credential
LEADS	\$575-1400	E(120)	CPPE(13*)

** 13 each 2-day program*



Team and Organizational Leadership Development

Edwards Executive Education Programs

The business school at the University of Saskatchewan offers a multitude of short programs and retreats that address many of the L, E and A capabilities of LEADS. Available @ [Edwards Executive Education Full Program List \(usask.ca\)](http://usask.ca)

Domains	Cost	Commitment
LEADS	\$\$--\$\$\$\$*	E(35-70)

*Cost is variable depending on duration and commitment required for each program.

Mastering Difficulty Conversations: Saskatchewan Health Authority

This 4-part series supports OOS supervisors (employees and physician leaders at the manager, director, executive director and vice-president levels) within the SHA with learning and development opportunities in the area of mastering difficult conversations.

Contact Organizational Effectiveness and Leadership:
SHAorgdevelopment@saskhealthauthority.ca

Domains	Cost	Commitment
LEADS	F(NC)	E(8)

Asking for and Receiving Feedback, Saskatchewan Health Authority

As organizations are realizing the power that continual feedback has on personal and organizational performance, many focus their efforts on learning how to ‘give’ feedback. Recent experience has shown that organizations that help their leaders learn how to ask for feedback achieve their overall goals much more quickly and effectively.

Contact Organizational Effectiveness and Leadership:
SHAorgdevelopment@saskhealthauthority.ca

Domains	Cost	Commitment
LEADS	F(NC)	E(8)



Leading Continuous Feedback Conversations, Saskatchewan Health Authority

Part of the SHA’s ongoing drive towards a culture of continuous feedback involves helping leaders develop ways to have feedback conversation with their team members. This webinar series will help manager level and above gain skills and processes to make these conversations the best they can be.

Contact Organizational Effectiveness and Leadership:
SHAorgdevelopment@saskhealthauthority.ca



Identifying and Writing Effective Work Goals, Saskatchewan Health Authority.

To help OOS employees write effective work goals this workshop provides OOS employees with: a rationale for why work related goals are important, insights into how to write work-related goals that matter – to both the employee and their department, and an opportunity to practice and “test out” some potential goals for their APP.

Contact Organizational Effectiveness and Leadership:
SHAorgdevelopment@saskhealthauthority.ca



Effective Teams program Saskatchewan Health Authority.

(in-development; will launch in fall 2022)

The Effective Teams program will support OOS supervisors and physicians to build effective teams. The program is built on four key pillars- establishing shared purpose, psychological safety in teams, leading self in teams and engaging others in teams.

Contact Organizational Effectiveness and Leadership:
SHAorgdevelopment@saskhealthauthority.ca





Physician Leadership Institute, Canadian Medical Association.

The PLI offers programs in team and organizational leadership, such as Creating healthy work culture through trauma-informed leadership; Building and leading teams; Communicating for success; Crucial Conversations; Coaching for excellence; Leveraging social media for change; Leadership focus: managing distractions for improved productivity and well-being; Dollars and sense; Crucial Accountability; Engaging others; Leading a high performance culture; Managing disruptive behaviour, etc. Available @ [The Physician Leadership Institute | CMA Joule \(joulecma.ca\)](http://ThePhysicianLeadershipInstitute|CMAJoule(joulecma.ca))

Domains	Cost	Commitment	Credential
LEADS	\$575-1400	E(120)	CPPE(13*)

** 13 each 2-day program*

Fostering Equity, Diversity and Inclusion with LEADS, The Canadian College of Health Leaders

The Canadian College of Health Leaders has partnered with EDI specialists to design a half-day program to address EDI. Available @ [Fostering EDI with LEADS - CCHL LEADS Canada \(cchl-ccls.ca\)](http://FosteringEDiwithLEADS-CCHLLEADSCanada(cchl-ccls.ca))

Domains	Cost	Commitment
LEADS	\$F(NL)	E(4)

Empowering Women in Leadership Toolkit (EWOLT), The Canadian College of Health Leaders and the Canadian Health Leadership Network in partnership with the Empowering Women Leaders in Health Initiative

The Equity, Diversity and Inclusion (EDI) Toolkits, developed with funding from Status of Women Canada, aim to support diverse women’s leadership in health care and academic health sciences. The EWOLT toolkit is available @ [EWOLIH Toolkit - CCHL LEADS Canada \(cchl-ccls.ca\)](http://EWOLIHToolkit-CCHLLEADSCanada(cchl-ccls.ca))

Two accompanying ally toolkits – The Ally Toolkit for Men (available @ [EDI Allyship Men Home - CCHL LEADS Canada \(cchl-ccls.ca\)](http://EDIALlyshipMenHome-CCHLLEADSCanada(cchl-ccls.ca))) and the Ally Toolkit in Support of Diverse Leadership (available @ <https://pld.cchl-ccls.ca/site/products-services/products/edi->



[toolkit/ally_toolkit/ewolih_diverse_leadership/overview?nav=sidebar](#)) – aim to support inclusive leadership more broadly.



Leading Year-End APP Conversations: Saskatchewan Health Authority

This workshop is intended for those that are in a manager or above position. Part of effective leadership is creating space for employees to reflect on the achievement of their goals. This includes reflecting on personal growth in addition to completion of project based work. The year-end Accountability and Performance Plan (APP) conversation is one forum for this kind of reflection.

Contact Organizational Effectiveness and Leadership:
SHAorgdevelopment@saskhealthauthority.ca



Leadership Coaching, Saskatchewan Health Authority

Available to OOS leaders and physicians at the manager, director, executive director, vice-president and CEO/COO levels, the Leadership Coaching program provides SHA leaders and physicians with access to external (for executive directors, vice-presidents and CEO/COO levels) and internal certified leadership coaches (for managers and director levels) to support individual growth, development, problem solving, etc.

Contact Organizational Effectiveness and Leadership:
SHAorgdevelopment@saskhealthauthority.ca





Tri-namics (book): Activities for Leadership and Coaching

Tri-namics™ provides a disciplined process to develop coaching skills and encourages developmental activities to grow and develop all *LEADS* capabilities. Its purpose is to integrate developmental opportunities into the workplace and give people a regimen for ongoing practice of important leadership and coaching skills.



The OBREAU Tripod for courageous conversations

A disciplined communications process to assist leaders in situations where poor communication is causing problems. Available @ [The Obreau Tripod \(dondunoon.com\)](http://dondunoon.com).





Personal Leadership Development

LEADS 360 Assessment tool, Canadian College of Health Leaders

The LEADS 360 Assessment is a feedback process primarily for development purposes. It is accompanied by either an individual or group debrief. *While both debrief processes are available from CCHL, they can also be provided by internal SHA leadership coaches.* The costs below are specific to the 360 assessment process itself. Available @ [LEADS 360 Assessment - CCHL LEADS Canada \(cchl-ccls.ca\)](#)

Domains	Cost	Commitment
LEADS	F(\$212)	E(8)

The Greystone Foundation Program, University of Saskatchewan

The Greystone Foundations program, offered to faculty and staff within the University of Saskatchewan, consists of eight modules, each contributing to the development of the above-mentioned LEADS domains and capabilities. It is available to PDHs. Available @ [Leadership Development - Leadership | University of Saskatchewan \(usask.ca\)](#).

Domains	Cost	Commitment
LEADS	F(N)	E(100)

Core Strengths, Saskatchewan Health Authority

(in-development; will launch in 2023)

People make better decisions in their interactions with other when they understand their core strengths. This is the foundation of productive team relationships. Once everyone has this insight in the meetings, messages, and conversations that matter, you can orchestrate a culture of collaborative efficiency. Core Strengths delivers human insights to improve human connection, enabling organizations to improve their working relationships.

Contact Organizational Effectiveness and Leadership:
SHAorgdevelopment@saskhealthauthority.ca

Domains	Cost	Commitment
LEADS	F(NC)	E(8)



Leadership Books: Saskatchewan Health Authority and College of Medicine (U Sask)

Both the Saskatchewan Health Authority and the College of Medicine maintain a resource library containing many books pertaining to effective leadership, in health care and other sectors. Some recommended titles are:

- Angood PB. **All Physicians are Leaders: Reflections on Inspiring Change Together for Better Healthcare.** American Association for Physician Leadership; 2020.
- Edmondson AC. **The fearless organization: Creating psychological safety in the workplace for learning, innovation, and growth.** John Wiley & Sons; 2018 Nov 20.
- Kouzes JM, Posner BZ. **The leadership challenge.** John Wiley & Sons; 2006 Mar 6.
- Lazar H, Forest PG, Church J, Lavis JN, editors. **Paradigm freeze: why it is so hard to reform health care in Canada.** McGill-Queen's Press-MQUP; 2013 Oct 24.
- Taylor B. **Effective medical leadership.** University of Toronto Press; 2010.
- West MA. **Compassionate leadership: Sustaining wisdom, humanity and presence in health and social care.** Swirling Leaf Press; 2021.

These and other leadership texts are available @ the library at the University of Saskatchewan College of Medicine: [Librarika: Catalog Search](#) or

The library at the Saskatchewan Health Authority: [Library Home - SHA Library - LibGuides at Saskatchewan Health Authority Library](#)

Domains

LEADS

Cost

F(NC)

Commitment

E(variable)



Organizational Resources to Be Used in Day-to-Day Leadership Practice.

Interview Protocol for Selecting Medical Leaders

The Saskatchewan Health Authority has developed Interview Protocols for senior and executive leaders with a scope and breadth of role somewhat similar to that of PDHs. These protocols can be easily adapted to reflect PDH Position Profile duties and responsibilities in a manner consistent with how the SHA selects leaders. It is noted that while the protocols reflect the LEADS capabilities, a next stage of development of these protocols in the SHA is to make that link explicit as per the document also attached here.



ED Presentation and Panel Interview



Executive Director Interview Guide HR



SLT Core Competencies mapp

Medical Leader Resources: Canadian Medical Association

The Canadian Medical Association provides a link to a variety of resources that a PDH might consider utilizing (1) in their strategic planning. Some examples are:

- Indigenous ally toolkit
- Making the business case—a guide
- Change management toolkit; or

(2) if trying to address the challenges of physician engagement, burnout and wellness, consistent with their oversight of colleagues in both CoM and the SHA. Some examples are:

- Building a case for support
- Program set-up and governance
- Resources and supports
- Measurement and outcomes: suggested tools.

Available @ [Medical Leader Resources – CMA](#)

Domains

LEADS

Cost

\$NA

Commitment

E(variable)

Credential

CCPE(NA)



Six ways to use the LEADS framework that won't break the bank (online), produced by Ellen Melis (Unlimited Potential)

This resource is for individuals who wish to utilize the LEADS framework to create teams of individuals working on their leadership development together. Available @ [6 Ways to use the LEADS in a Caring Environment framework that won't break the bank - Blog - Unlimited Potential - Executive Coaching Ottawa \(unlimited-potential.ca\)](#).



The Pandemic Recovery and Resilience Toolkit: Health Excellence Canada

This toolkit synthesizes hard-won lessons from across the country in this self-assessment questionnaire and toolkit for health leaders to plan for pandemic recovery and resilience. Available @: <https://www.healthcareexcellence.ca/en/resources/pandemic-recovery-and-resilience-self-assessment-and-toolkit/>.



The Five Whys Analytical Tool

The Five Whys method is a **Root Cause Analysis tool** that helps pinpoint a problem or defect's cause by asking the question "why?" several times. While the example here is from industry, the tool is equally applicable to problems emerging in the health care system. Available @: [5 Whys: The Ultimate Root Cause Analysis Tool \(kanbanize.com\)](#); or [5 Whys - Problem-Solving Skills From MindTools.com](#).



Succession Management Toolkit, Canadian College of Health Leaders and Hamilton Health Sciences.

The *Succession Management Toolkit* developed by Hamilton Health Sciences (HHS) is based on best practice evidence, HHS experience and application. It provides leaders with approaches, tools, and templates that guide organizations to assess, evaluate, and develop



their top talent; those who wish to grow their leadership potential and career within the organization. Available @ [Succession Planning Toolkit - CCHL LEADS Canada](#)

Domains	Cost	Commitment
LEADS	F(\$3-5000)	E(1)

Tools for Leadership and Learning: Building a Learning Organization, National Managers' Community

This online toolkit provides practical tools, based on a systems perspective, that leaders can use for creating: shared vision and values; personal mastery; team learning; systems thinking; mental models; and the art of conversation. Each tool explains What is it? Why should I use it? How can this tool help? How does it work? What resources do I need?

Available @ [Tool Kit English \(managers-gestionnaires.gc.ca\)](#)

Domains	Cost	Commitment
LEADS	F(NC)	E(varies per tool)

Interview Matrix, Government of Prince Edward Island

The interview matrix is a tool to build dialogue in small groups (fewer than 40). It quickly brings a working group to consensus and can be organized to create actions commensurate with issues concerning the group. Available @ [mrc_0621_matpro.pdf \(gov.pe.ca\)](#)

Domains	Cost	Commitment
LEADS	F(NC)	E(2)

Tryz Exercise: A Tool for Gaining Consensus on Change Actions.

This tool provides a reasonably quick and easy way to use systems and critical thinking to surface creative ideas for implementing change. It is to be used in conjunction with a team aiming and improving an aspect of current practice. Available @ [Template - TRIZ exercise \(e-qip.ca\)](#)

Domains	Cost	Commitment
LEADS	F(NC)	E(2)



Organizational Culture Survey: LEADS Change

The **Organizational Culture Survey** is a short survey intended to identify the match between cultural attributes of a unit, department, or division of a health organization and a LEADS-based distributed leadership culture. Contact Graham Dickson, Principal, LEADS Global: graham@leadsglobal.ca



Executive Team Assessment Tool and Process: LEADS Change

The **Executive Team Assessment Tool and Process** is a disciplined approach to creating high performance executive teams. It consists of a team survey, team coaching process, and observation process dedicated to helping executive teams pursue their own growth and development. Contact Graham Dickson, Principal, LEADS Global: graham@leadsglobal.ca

