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Canada West Health Leaders  
CONFERENCE

IN-PERSON  
OCTOBER 24-26, 2023

*Concurrent Session 5*

**Lightning session:**

**Micro changes for macro results:  
Altering goal setting to maximize  
leadership potential in an  
ever-changing healthcare  
landscape**

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# What Does MICRO Stand For?

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**M — Manageable**

**I — Identifiable**

**C — Collaborative**

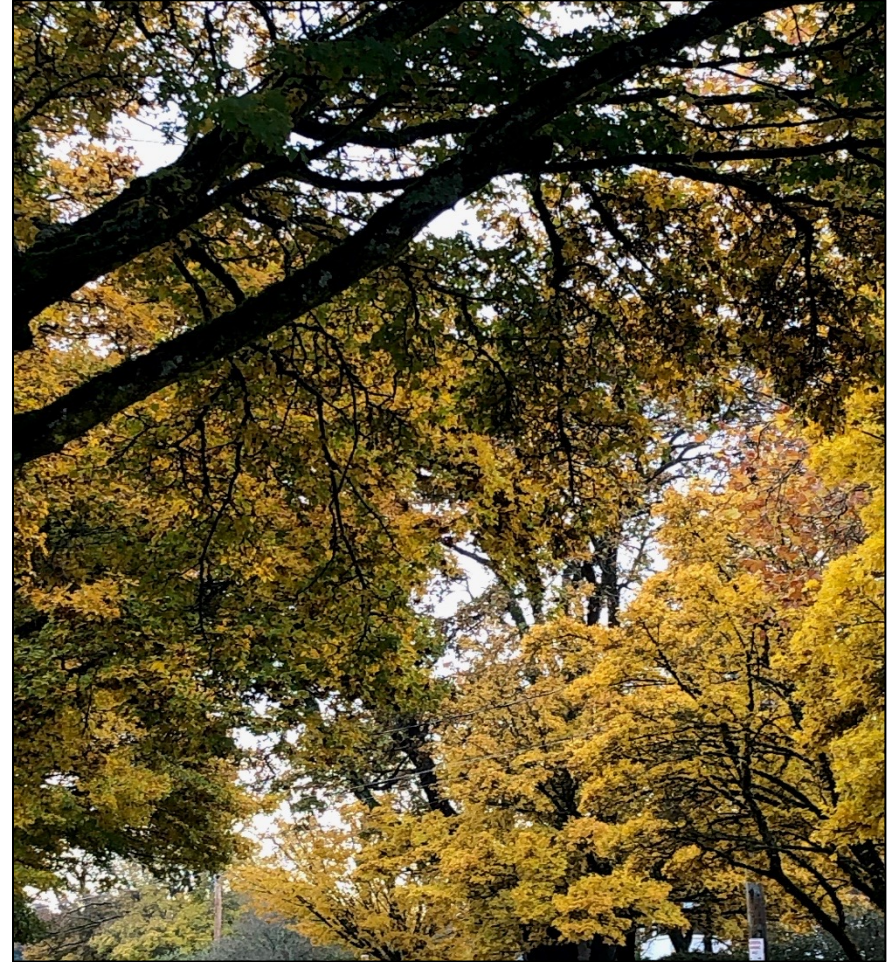
**R — Relevant, Realistic and Repeatable**

**O — Ongoing Reflection/Re-evaluation**

# Three Important Questions

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- Why did I want to help?
- Why should we care?
- Why am I here?



# M – Manageable:

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- Can the goal set be achieved under the current constraints?



# I – Identifiable:



- Is the goal identifiable as a realistic priority and within the responsibility and scope of the practitioner?

# C – Collaborative:

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- Can achieving your goal involve the interdisciplinary team?
- Working together to achieve the goal set contributes to a cohesive team dynamic and can lead to improved patient outcomes.



# R – Relevant, Realistic & Repeatable:

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- Does the goal fall within relevant scope of practice of the individual?
- Can it be achieved?
- Once achieved, can the skill or task be repeated to ensure continued proficiency?

# O – Ongoing reflection/re-evaluation:

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- Once the goal is reached, what was learned?
- What can be improved?
- What can be tracked to ensure continued positive progression?



# *“Empower Others to Empower Others”*

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- Identify potential in all and help it grow
- Develop leaders to develop leaders
- Set goals, adapt goals, reach goals
- Become a team instead of a hierarchy of power and dominance



**“Leaders lead by leading the unknown leaders to lead”**