

# CERTIFIED HEALTH EXECUTIVE PROGRAM



## CHE LEADS Learning Overview

CANADIAN COLLEGE OF  
HEALTH LEADERS  
CHE Program



COLLÈGE CANADIEN DES  
LEADERS EN SANTÉ  
Programme LCS

[www.cchl-ccls.ca](http://www.cchl-ccls.ca)

# LEADS LEARNING OVERVIEW

The LEADS *in a Caring Environment* leadership capabilities framework (LEADS) was created “as a way of thinking, acting and developing leadership” to contribute to patient-centred, system-wide health reform.<sup>i</sup> Healthcare leadership is “the collective capacity of an individual or group to influence people to work together to achieve a common constructive purpose: the health and wellness of the population we serve.”<sup>ii</sup> Individuals at all levels of the organization can and do influence the direction of the organization and its culture.

LEADS is deliberately built around leadership ‘**capabilities**’ (instead of the more common ‘competencies’ term). ‘Capabilities’ implies the capability to lead and grow in any circumstance or situation and ongoing, lifelong learning. Leadership capabilities represent the art of leadership, and through growth and development, individuals define their leadership style and brand. The LEADS capabilities represent the knowledge, skills, attitudes and judgment that Canadian health leaders need to have now and in the future to carry out their leadership and management functions efficiently and effectively in an ever-changing environment. The cost of the LEADS Learning requirement is not included in the CHE application fee.

LEADS has been adopted and integrated into numerous health organizations, authorities and regions across Canada. With its’ focus on health leadership, LEADS represents the prominent leadership capabilities framework in Canada, and is unique in the world. The broad uptake, integration and growing momentum of LEADS sparked the need to fully incorporate LEADS content and current best practices into the CHE credential.

## ***LEADS Learning and the CHE Select Program***

Completion of a LEADS Learning Series, or equivalent, provides the groundwork of leader skill learning. It also provides the opportunity for increased awareness of LEADS throughout organizations and community partners, contributing to the shifting of leadership conversations culture throughout the health system.

## ***LEADS Learning Options***

LEADS Learning may be completed through an array of options:

1. The LEADS Learning Series offered by LEADS Canada either through your organization, the LeaderShift program, or through a public offering.
2. The online LEADS Inspired Leadership Program available through CHA Learning, at division of HealthCareCAN.
3. A LEADS Canada approved equivalent program through your organization. These equivalent programs are designed by organizational LEADS Facilitators and are submitted for review and approval by LEADS Canada.
4. A licensed LEADS Learning Series equivalent program. These programs are submitted to LEADS Canada for review, approval and licensing arrangements. For example, an academic program may integrated LEADS into their curriculum and apply to LEADS Canada for licensing and equivalency.

5. Mapping your previous, completed formal leadership learning experiences to the LEADS framework for review. If learning is required for a single domain upon review, you may take that single domain through the online LEADS Inspired Leadership Program.

### **LEADS Learning Options**

<b>Options</b>	<b>Description</b>	<b>Additional Cost to Candidate</b>
LEADS Learning Series – Public Offering (in-person)	Five one-day workshops, one day per domain. Open enrollment	\$2,275.00 + tax
LEADS Inspired Leadership Program	In partnership with CHA Learning; online learning that will be the equivalent to a LEADS Learning Series	\$1,895 + tax
Academic Partnership with LEADS Canada	Academic faculty certified as LEADS Internal Facilitators; LEADS integrated into course curriculum; certificate of completion awarded upon completion of academic program	No additional cost to candidate completing the academic program
LEADS Licensed Leadership Development Program through candidate's employer	An organization submits their LEADS-based leadership development program for licensing; reviewed by LEADS Canada facilitator; awarded a three-year license Organization pays licensing fee	No additional cost to candidate completing the LEADS licensed program
Employer Partnership with LEADS Canada	Employers offer LEADS Learning Series via LEADS Canada to their employees Employers pay LEADS Canada service fees.	No additional cost to candidate completing the organizational LEADS Learning Series
Organizational LEADS Facilitators ("LEADS Internal Facilitators") submit their LEADS learning program for equivalency	Employees of the organization participate in the internally designed and equivalent LEADS Learning. Organization pays evaluation fee to CHE Program (\$150)	No additional cost to candidate completing their employer's LEADS learning offering
LeaderShift graduates		No additional cost to candidate that has completed the LeaderShift program

Independent Learning Mapped to LEADS	Candidate maps previous learning onto LEADS domains. Candidate able to take online domain learning if gaps exist.	\$200.00  <a href="#">LEADS Learning Equivalency Form</a>
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## ***LEADS Learning Schedule***

Your LEADS Learning confirmation plan must be submitted within 18 months upon entry to the CHE Select Program.

## ***Questions about LEADS Learning***

For more information contact us at: [CHE@cchl-ccls.ca](mailto:CHE@cchl-ccls.ca)  
1-800-363-9056

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<sup>1</sup> Denis, J., Lamothe, L., & Langley, A. (2001). The dynamics of collective leadership and strategic change in pluralistic organizations. *Academy of Management Journal*, 44(4), 809-837. doi:10.2307/3069417

<sup>1</sup> Uhl-Bien, M. (2006). Relational leadership theory: Exploring the social processes of leadership and organizing. *The Leadership Quarterly*, 17(6), 654-676.