



## LEADS Leadership Foundations

LEADS Leadership Foundations online program fosters self-awareness, peer collaboration, growth opportunities, practical application, and prepares participants for advanced leadership certification (CHE, CLS, or OLDC).

### BUILD YOUR LEADERSHIP FOUNDATION

The LEADS Leadership Foundations program (LLF) is a series of interactive, hands-on cohort-based professional development sessions, focusing on building capacity in health leaders at any leadership level within an organization.

The program aligns the core concepts of each of the five domains in the LEADS Framework with the leadership capabilities viewed through the lens of equity, diversity and inclusion.

The program is designed to support an organization's efforts to develop the leadership capacity necessary to create environments for belonging, achieve organizational goals and meet future challenges effectively.

Completing the LLF satisfies the LEADS Learning requirements for:

- **Certified Health Executive (CHE)**
- **Certified LEADS Specialist (CLS)**
- **Organizational LEADS Debrief Coach (OLDC)**

### PROGRAM COMPONENTS

The program runs approximately 4 months (30-35 hours) from start to finish and includes the following components:



#### Learning Packets

Individual commitment to reading and completing the primary activity included in each session Learning Packet, which content is anchored by *Bringing Leadership to Life in Health: LEADS in a Caring Environment (2nd Edition)- Putting LEADS to Work*. ⌚ 14 hrs



#### Collaborative & Live Sessions

In 7 interactive, facilitated sessions, participants will focus on key learnings from each of the LEADS domains. ⌚ 12 hrs



#### Leadership Reflection & Action Planners

From abstract to anchoring in practice, apply learning through submission of reflections and action plans for each LEADS Domain. ⌚ 3 hrs



#### Online Resources

A collection of LEADS, as well as Equity, Diversity and Inclusion readings and exercises to make learning come to life and foster personal development (voluntary). ⌚ 4 hrs

### PROGRAM DESIGN

The LEADS Leadership Foundations program has been designed to:

- Focus on the core concepts of each domain in the LEADS in a Caring Environment framework and provide foundational knowledge of how each domain contributes to building capacity in health leaders.
- Apply the lens of Equity, Diversity and Inclusion to effective leadership behaviours.
- Support an organization's efforts to develop the leadership capacity needed to achieve organizational goals and effectively meet future challenges.
- Value learners as individuals who bring expertise and life experience to their professional development.
- Provide a hospitable learning environment that is supportive, respectful, welcoming and inclusive.
- Create experiences where new learning affects change in learners.
- Promote an environment where learners contribute meaningfully to the learning of others.
- Provide learners with practical applications of leadership knowledge and skills.

“*The shared learning with a cohort enhanced the learning from each other. It was great to hear other's insights across all levels of leaders.*” – Program Graduate.

### PROGRAM FEE INCLUDES:

- 7 collaborative & live facilitated webinar sessions where participants will focus on key learnings from each of the LEADS domains.
- Access to resources and exercises to make LEADS learning come to life and foster development.
- Leadership Reflections and Action Planner Submissions, one per domain.
- Personal leadership coach feedback on each Submission.
- Access to the online LEADS Self-assessment.

### 4 WAYS OF LEARNING



#### Self Study

Learning Packets / Online Content / Reflection



#### Learning in Community

Learning with and from others



#### Leadership Reflections

Examine your assumptions, habits and beliefs



#### Anchor Learning in Practice

Apply insights into your work

### ABOUT THE LEADS FRAMEWORK

The LEADS in a Caring Environment capabilities framework represents the key skills, behaviours, abilities, and knowledge required to lead in all sectors and levels of the health system. It presents a common understanding of what effective leadership looks, feels, and sounds like across all levels of service provision in healthcare. The uptake of LEADS as a preferred leadership learning platform and as a common vocabulary of health leadership has been remarkable.

**NOTE:** The book *Bringing Leadership to Life in Health: Putting LEADS to Work – Second Edition* (Graham Dickson & Bill Tholl) is required and is the primary reading resource and textbook for the LLF program. Participants must purchase this separately in either e-file or hard copy format. First released in 2014, *Bringing Leadership to Life in Health: The LEADS in a Caring Environment*, defined the five domains and the 20 capabilities of the LEADS framework, that are both memorable and measurable: with both face and construct validity that have resonated with all leaders, irrespective of position of authority. This second edition profiles health leaders from across Canada and abroad. They share their lessons of leadership, and how those lessons bring LEADS to life: in practice, not theory.

For further information, please contact the Professional and Leadership Development programs team: [programs@cchl-ccls.ca](mailto:programs@cchl-ccls.ca)

To register visit: <https://cchl-ccls.ca/LEADS-Leadership-Foundations>

