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
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. 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.” 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 LEADS Leadership Foundations Program available through the CCHL.
3. The online LEADS Inspired Leadership Program available through CHA Learning at HealthCareCAN
4. 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.
5. 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.
6. 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 course available at [CHA Learning](available September, 2019).

**LEADS Learning Options**

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<tr>
<th>Options</th>
<th>Description</th>
<th>Additional Cost to Candidate</th>
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<tbody>
<tr>
<td>LEADS Learning Series – Public Offering (in-person)</td>
<td>Five one-day workshops, one day per domain. Open enrollment</td>
<td>$2,275.00 + tax</td>
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<tr>
<td>LEADS Learning Series – Online</td>
<td><strong>LEADS Leadership Foundations Program;</strong> Cohort based online learning that is equivalent to a LEADS Learning requirement and is preparation for the LEADS in Action Project. (Duration: 3 months) &lt;br&gt;<strong>LEADS Inspired Leadership Program.</strong> In partnership with HealthCareCAN; Self-determined online learning that is equivalent to a LEADS Learning requirement and is preparation for the LEADS in Action Project. (Duration: up to 6 months)</td>
<td>$1,775 + tax</td>
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<td>Academic Partnership with LEADS Canada</td>
<td>Academic faculty certified as LEADS Internal Facilitators; LEADS integrated into course curriculum; certificate of completion awarded upon completion of academic program</td>
<td>No additional cost to candidate completing the academic program</td>
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<tr>
<td>LEADS Licensed Leadership Development Program through candidate's employer</td>
<td>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</td>
<td>No additional cost to candidate completing the LEADS licensed program</td>
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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.

$150.00

**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
1-800-363-9056

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