

Toronto Public Health

Knowledge to Action: Using Action Learning to empower Public Health Leadership

CHNC conference

June 2014

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 Jan Lancaster, Manager, Mental Health Promotion
 Carol Timmings, Chief Nursing Officer, Director Chronic Disease and Injury Prevention
 Toronto Public Health

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AGENDA


Welcome!

- Transformational Leadership
- Action Learning
- Practical Application



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BPSO: Three year candidacy



SVE-0368-3DC-2N

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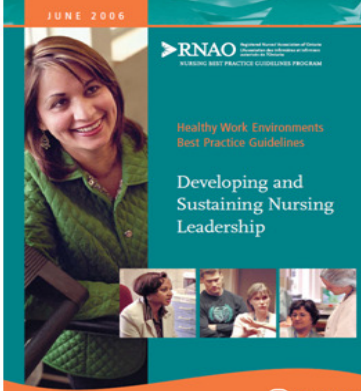
RNAO Best Practice Guidelines

JUNE 2006

RNAO Registered Nurses Association of Ontario
 National Best Practice Guidelines Program

Healthy Work Environments
 Best Practice Guidelines

Developing and Sustaining Nursing Leadership

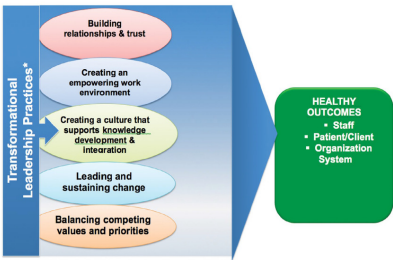


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Transformational Leadership

BASIS FOR CHANGE

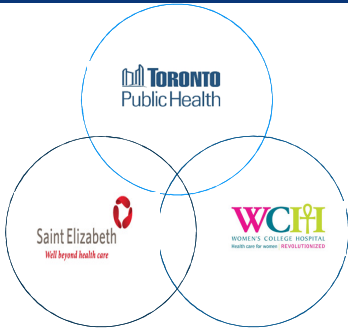


Clare Abbey (Livingston & Szabo, 2013)

RNAO Healthy Work Environments Best Practice Guidelines

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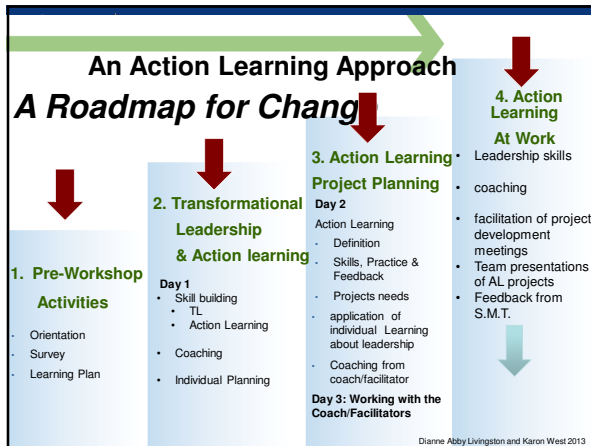
Partnership for Change



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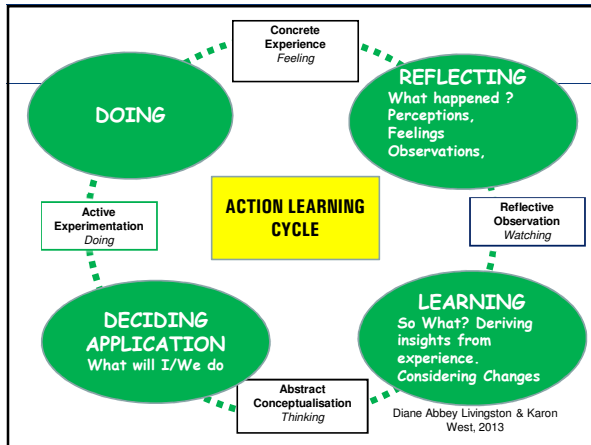
Saint Elizabeth
Well beyond health care

WCH
WOMEN'S COLLEGE HOSPITAL
HEALTHCARE BEYOND HOSPITALS



Action Learning Project

...create an empowering work environment



**Action Learning
A Coaches Perspective**

Overall Project Evaluation Results

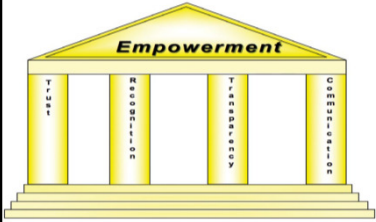
- Self Assessed Leadership
- TL skills
- Action Learning

TPH Results

- Empowerment
- Action Learning

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Results: Empowerment



19 recommendations

- Trust
- Recognition
- Transparency
- Communication

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Results: Action Learning

- Build capacity at TPH for AL
- SMT facilitate the identification of issues and the initiation of AL within or across Directorates

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Conclusions

- Collaboration creates tremendous wins
- Action learning is an effective method of issue resolution
- Transformational leadership is important
- Being a Best Practice Spotlight Organization can provide:
 - Incentive;
 - Authority; and
 - credibility.

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Thank you

Questions

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