



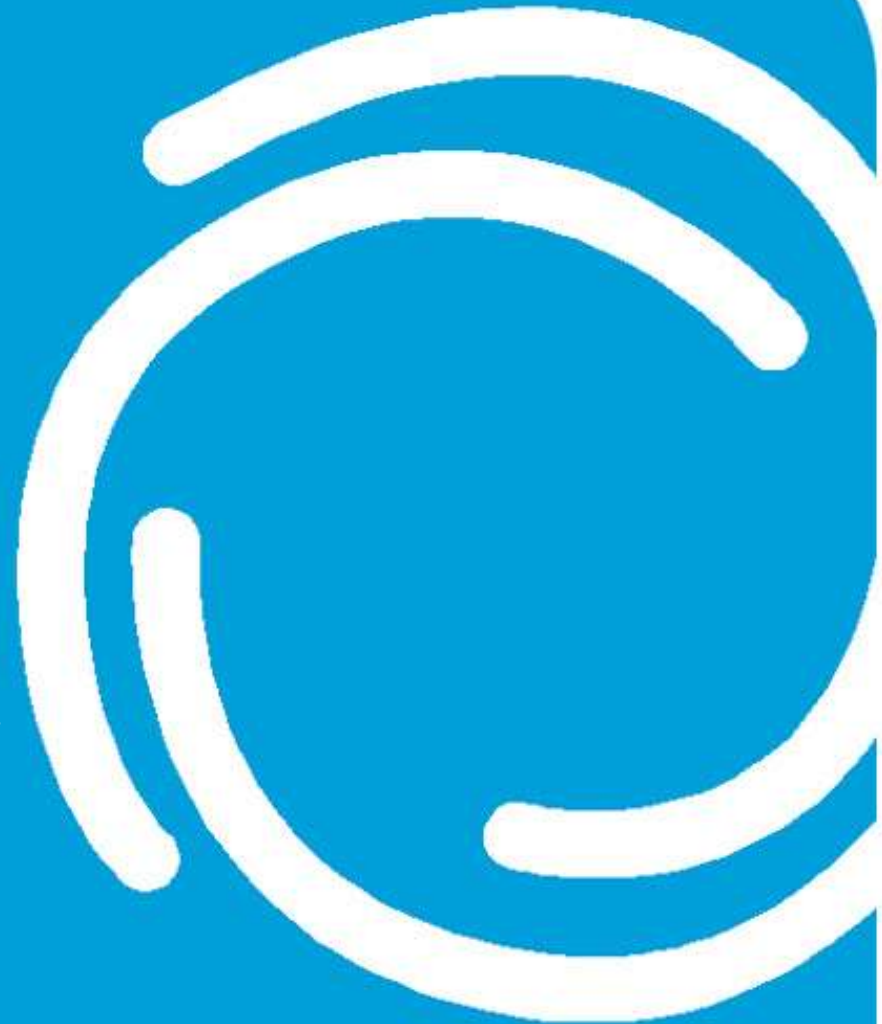
Showcasing an Innovative Coaching and Mentoring Program for Leadership Development

York Region Public Health

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Presentation Objectives

- Define critical success factors for establishing a leadership development program
- Discuss learnings from the group-based social learning project
- Demonstrate use of the LEADS in a Caring Environment framework
- Share strategies that support effective uptake and support for LEADS



Elements Identified by the Coachee-Mentee:

- ❖ Less structure in coaching conversations and allow coachee to define the discussion topics
- ❖ Coach acknowledges strengths, critically challenges coachee's thinking
- ❖ Use of guided questions and leadership development frameworks
- ❖ Providing opportunities for practical application of leadership skills

LEADS in a Caring Environment Capabilities Framework Domains

Lead Self

Engage Others

Achieve Results

Develop Coalitions

Transform Systems

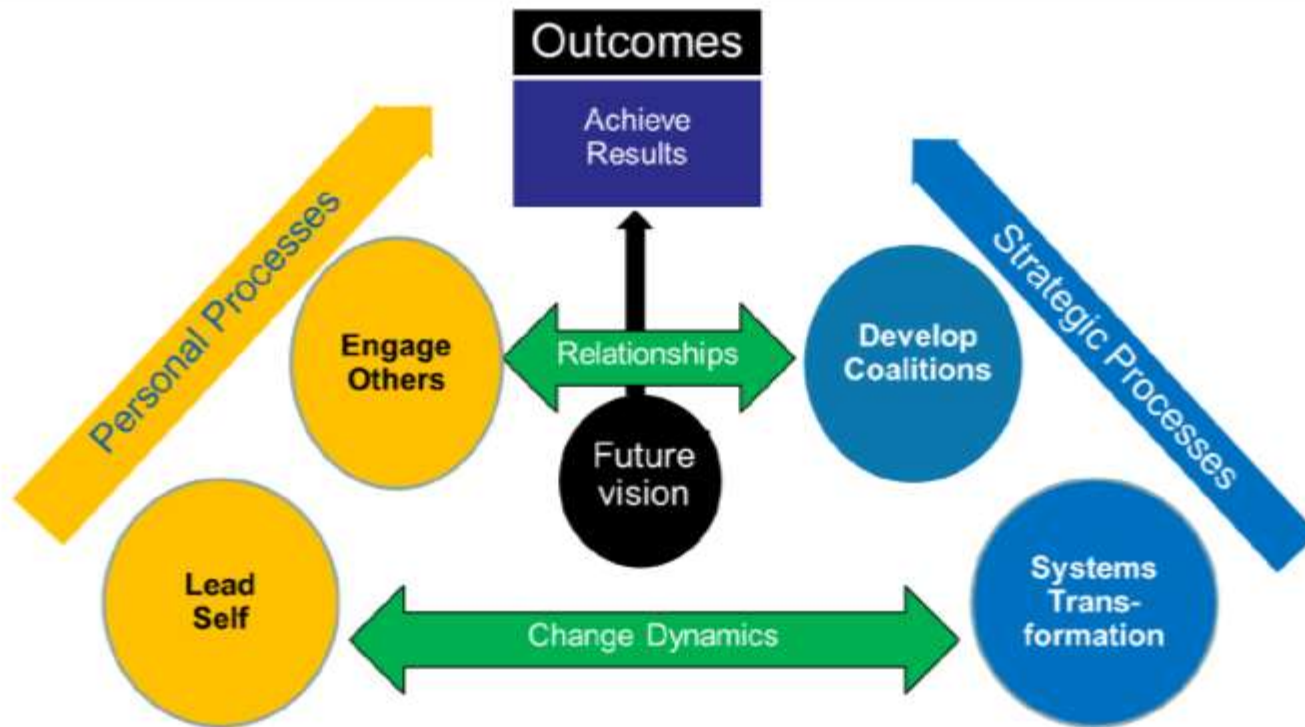
Elements Identified by the Coach-Mentor:

- ❖ Coach is able to use a variety of techniques to suit the coachee's style and meet their goals
- ❖ Use reflective practice exercises to support coachee in gaining self-awareness
- ❖ Utilize specific case scenarios and case studies to help better understand a specific topic
- ❖ Provide individual /group coaching sessions to support learning through multiple experiences
- ❖ Continue mentoring when coachee puts knowledge into practice through application



The LEADS in a Caring Environment Capabilities Framework

A key enabler for effective Leadership Development



Reference: Dickson, G., Tholl, B. (2011). The Leads in a Caring Environment Framework. Canadian College of Health Leaders and CHLNet

Community and Health Services
Public Health





LEADS Framework Capabilities

Lead Self

Self-Awareness

Develops Self

Manages Self

Demonstrates Character

Engage Others

Fosters the Development of Others

Contributes to the Creation of a Healthy Organization

Communicates Effectively

Builds Effective Teams

Achieve Results

Sets Direction

Strategically Aligns Decisions with Vision, Values and Evidence

Takes Action to Implement Decisions

Assesses/Evaluates Results

Develop Coalitions

Builds Partnerships/Networks to Create Results

Demonstrates a Commitment to Customers and Service

Mobilizes Knowledge

Navigates Socio-Political Environments

Systems Transformation

Demonstrates Systems / Critical Thinking

Encourages and Supports Innovation

Strategically Oriented to the Future

Champions and Orchestrates Change

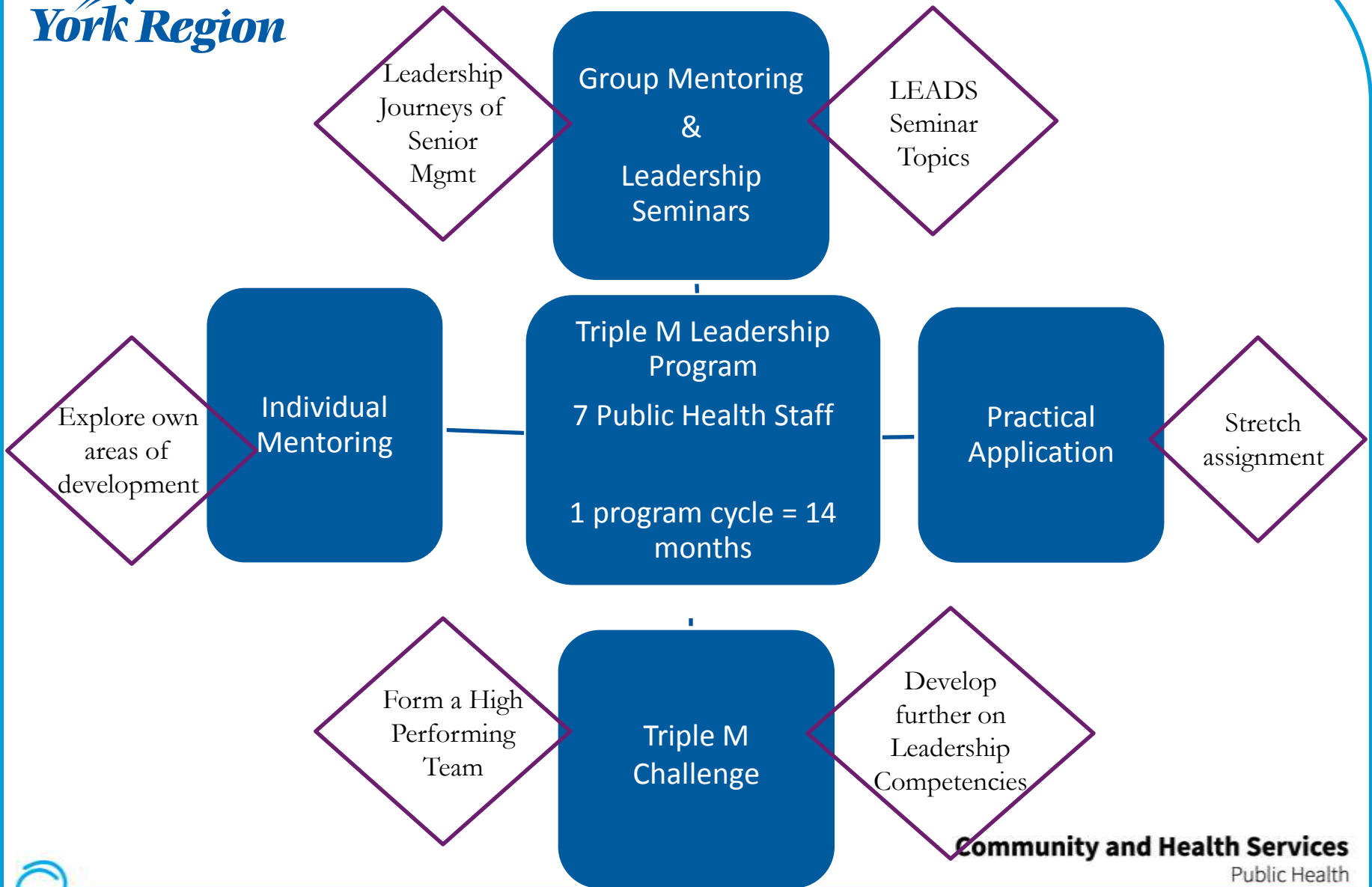


Triple M Leadership Program Goals

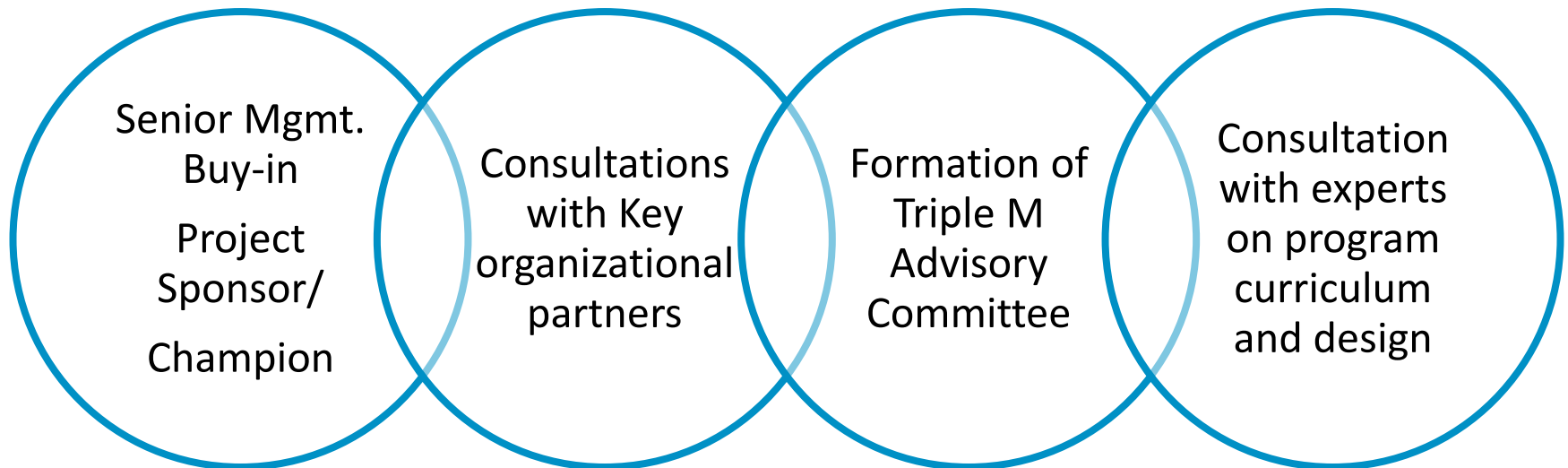
Mobilizing-Meaningful-Mentoring

- Develop leaders based on principles of coaching and mentoring and social learning theory
- Enhance leadership core competencies among emerging leadership
- Add to the talent pool of leaders for the organization

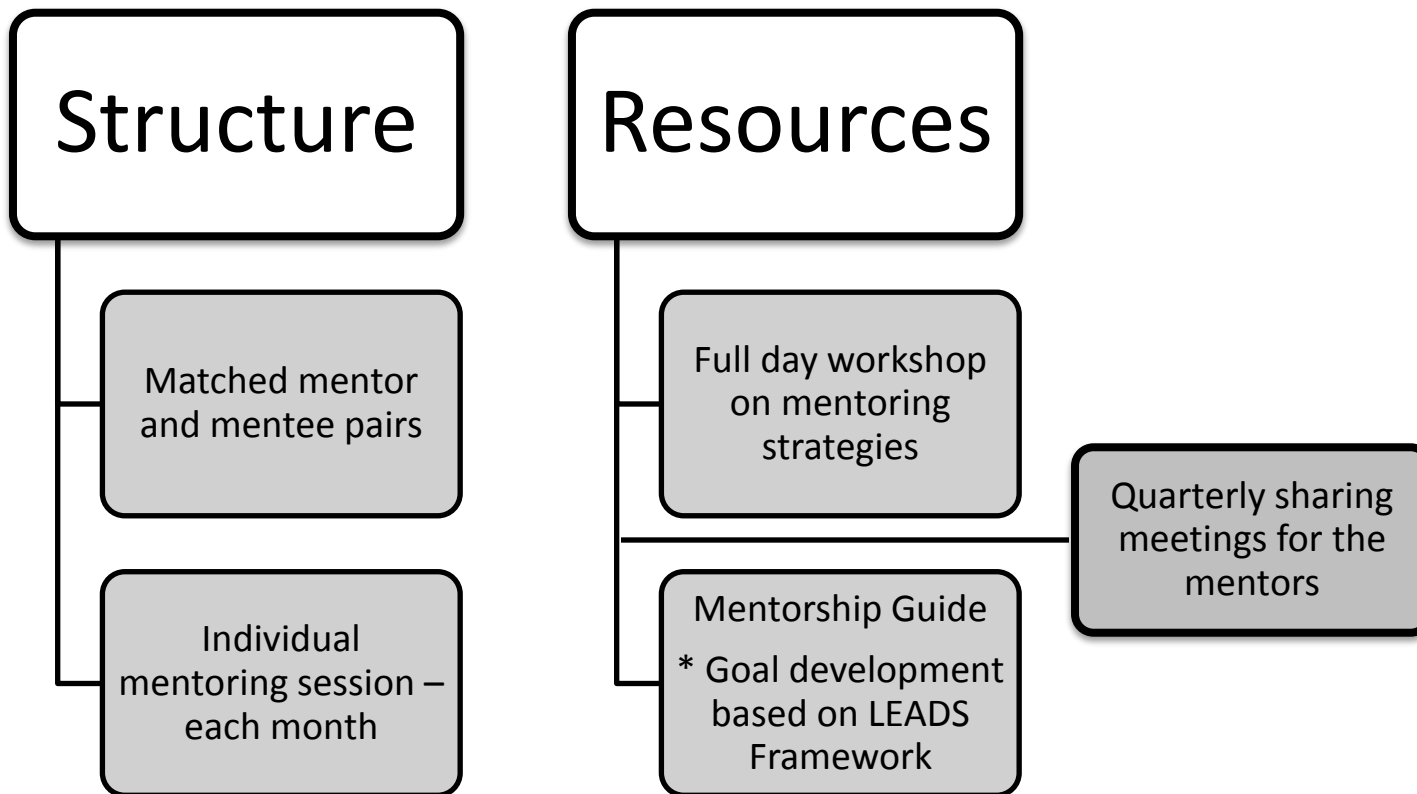
Triple M Program Components



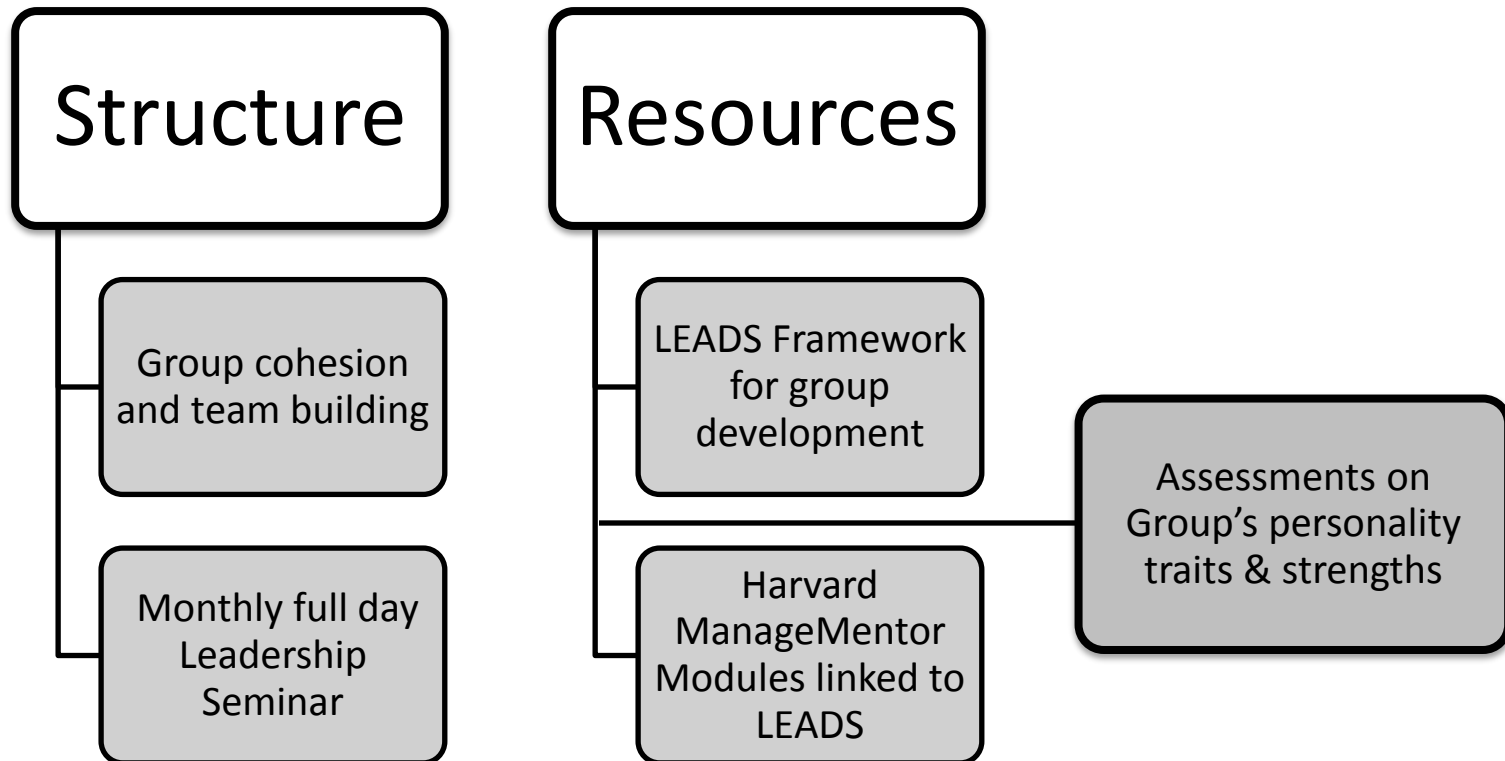
Critical Success Factors for Establishing Triple M



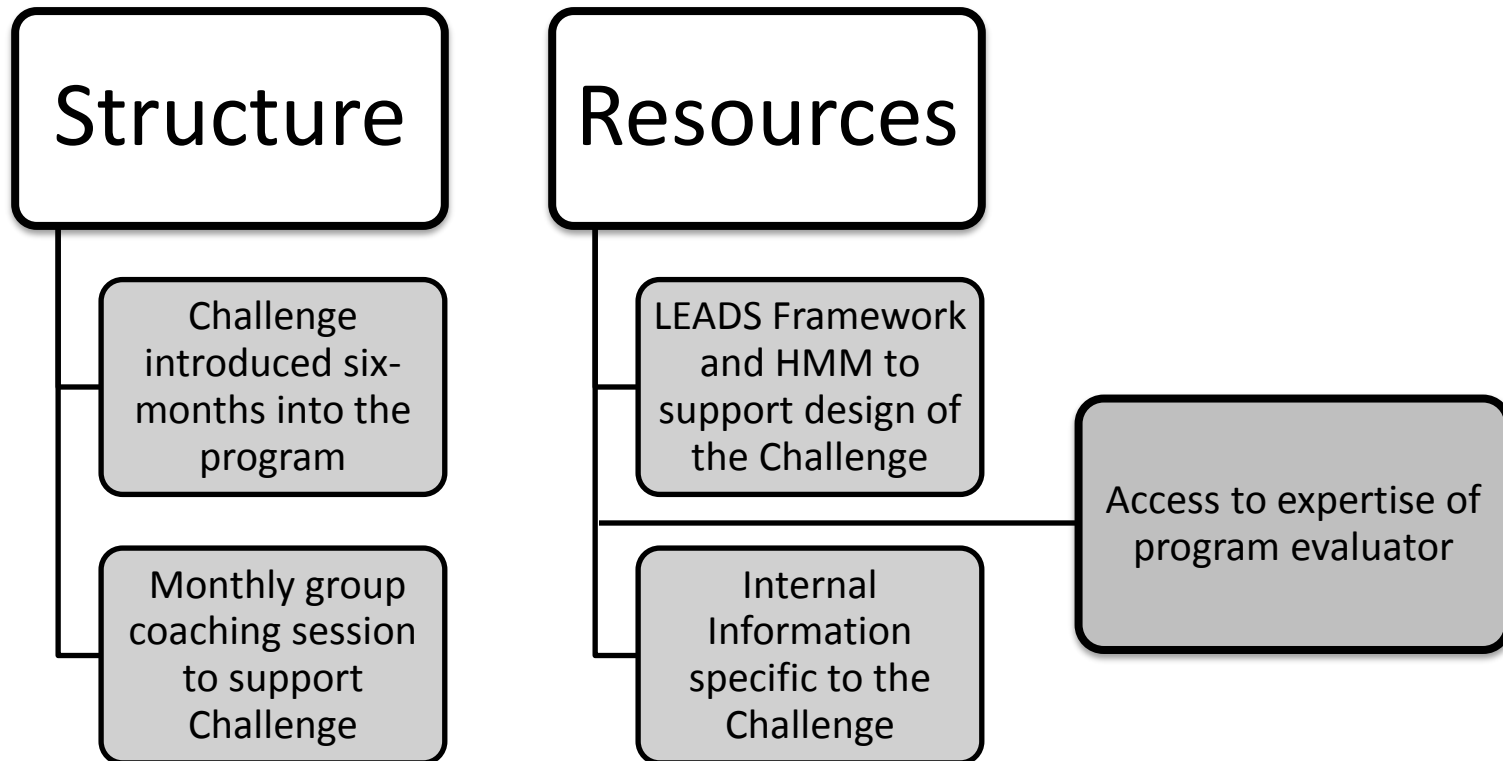
Design of the Individual Mentoring Component



Design of the Group Mentoring Component



Design of the Challenge Component

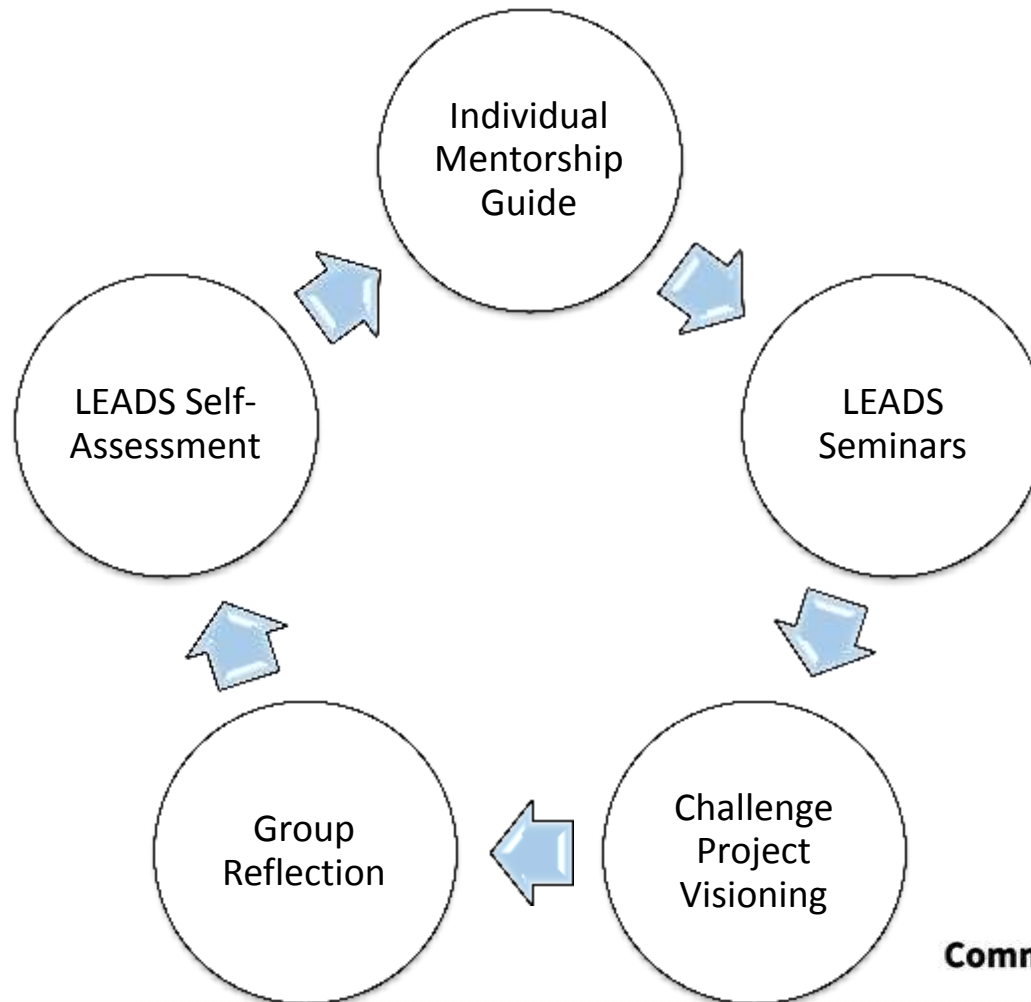


Insights on the Challenge Component

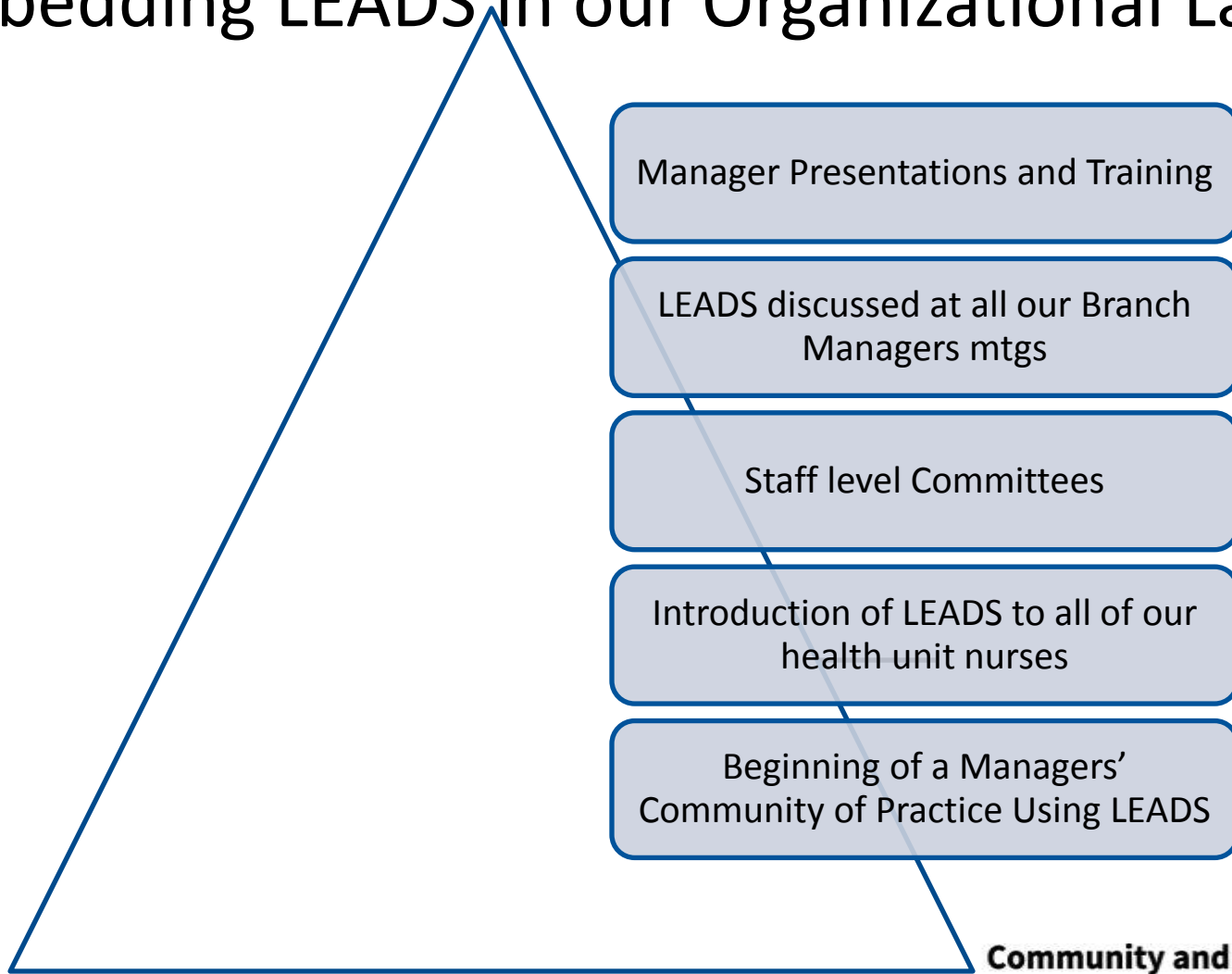
Participants View	Our View
<ul style="list-style-type: none"> • Strong in project management of the Challenge 	<ul style="list-style-type: none"> • Additional support was provided to guide Triple M team and assign tasks
<ul style="list-style-type: none"> • Use of group process and team collaboration was evident throughout the Challenge 	<ul style="list-style-type: none"> • At times, facilitation was required to move the group to make collaborative decisions
<ul style="list-style-type: none"> • Effectively achieved the individual components assigned to them 	<ul style="list-style-type: none"> • Further opportunity to build as a cohesive group and learn from each other in the group
<ul style="list-style-type: none"> • Challenge project was very resource intensive and participants did not get to select the area of focus 	



Incorporation of the LEADS Framework in Triple M



Embedding LEADS in our Organizational Language



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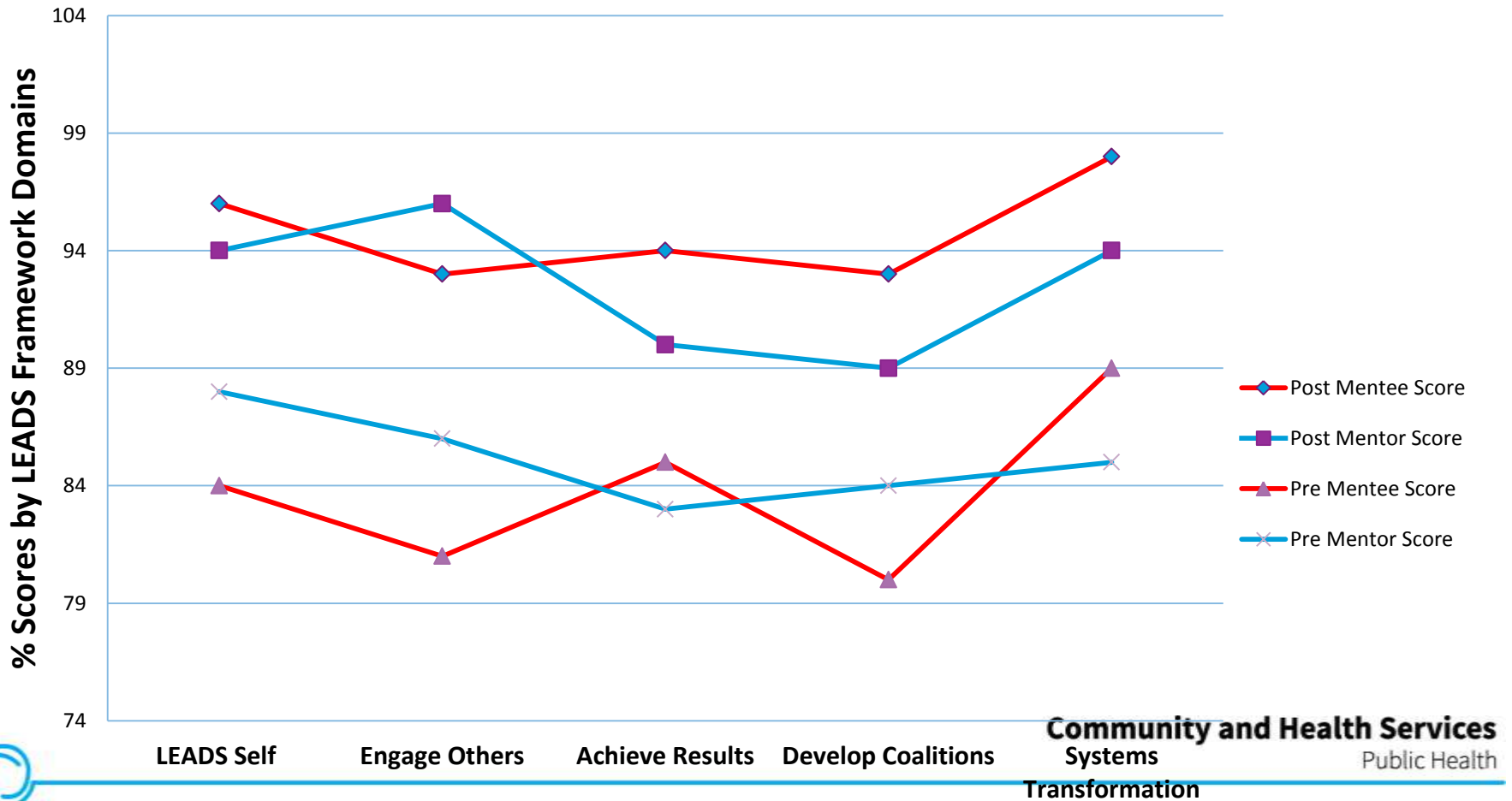
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Impact of Triple M

Pre and Post LEADS Self assessment scores

LEADS Framework Self-Assessment Scores



Food for Thought!



Why was coaching and mentoring foundational to the success of integration of the LEADS framework in our program?

