

# LEADING IN COMPLEX ENVIRONMENTS

... FINDING THE COURAGE TO LEAD

May 22nd to 25th, 2018 • TORONTO, ONTARIO



BASED ON THE LEADERSHIP MODEL  
 BY JIM KOUZES & BARRY POSNER



The co-authors of the classic bestselling books *The Leadership Challenge*, *The Truth About Leadership*, *A Leader's Legacy*, *Encouraging the Heart*, and over a dozen other books and work books on leadership.

They also developed the highly-acclaimed Leadership Practices Inventory (LPI), a 360-degree assessment tool based on The Five Practices of Exemplary Leadership. They are among the world's most trusted and influential scholars on leadership.

SPECIAL PRESENTATION BY



Beth High  
 Certified Master Facilitator for  
 The Leadership Challenge

## OUR PROGRAM HIGHLIGHTS

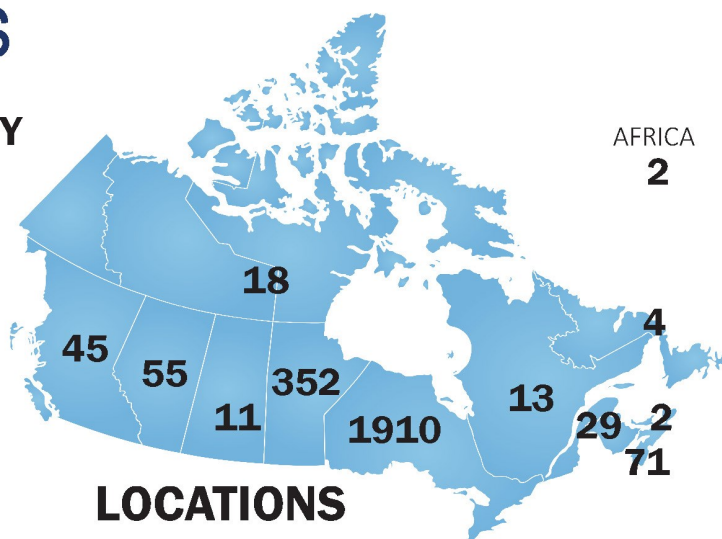
**29** INSTITUTES **40** GUEST FACULTY

**96** ORGANIZATIONAL BURSARIES AWARDED

**26** STUDENT FELLOWSHIPS PROVIDED

**2508** GRADUATES

**1147** PROJECTS



### WHY YOU SHOULD PARTICIPATE IN THIS EXCITING LEADERSHIP OPPORTUNITY

#### KEY FEATURES

- Evidence-based conceptual framework
- Expert facilitators
- Current and relevant guest faculty
- Experiential learning design
- Aligns to the LEADS Leadership Capability Framework
- Team registration
- Organizational change projects
- Four day primary residential session with web-based follow-up
- Superb learning setting

### PROGRAM BENEFITS

#### FOR YOU

- Deeper understanding of leadership trends, principles and skills
- Skills and expertise to enable more collaborative and integrated practice
- Insight into how others lead to achieve results
- Application of leadership skills and practices to a project of importance in your own work setting
- Practical tools for use in your own work setting
- An expanding network of health care leaders

#### FOR YOUR ORGANIZATION

- Enhance knowledge and skill of individual leaders
- Advance a priority project / initiative and strengthen change leadership skills

### WHAT OUR ALUMNI HAVE SAID

*"The Institute provided space for me to think about leadership in depth and gave me dedicated time to dialogue and learn with, from, and about others. I left feeling inspired, energized, believing that anything is possible. I consistently reflect upon and use the practices. I am now in a broader role, and I know that my growth has contributed to my abilities, perspective, understanding of complex organizations, and the importance of relationships in leadership. I feel changed."*

*"The DWHLI has inspired me to go home and approach my daily activities in a more deliberate thoughtful way, with much greater insight into my own actions and motivations. It has left me with a wide range of terrific tools that I can use in my everyday work. I highly recommend the Institute to anyone who cares about the way they lead !"*

*"The Institute is not a conference, not a workshop, not a certificate program ... it is an experience and it is the combination of all of the elements that allow those potential watershed moments for participants."*

## PROGRAM OVERVIEW

### PRE-INSTITUTE REQUIREMENTS

- Identify an organizational sponsor.
- Select, clarify and focus a change project with co-participant(s) and sponsor.
- Optional participation in a project management 101 webinar



Tuesday May 22	Wednesday May 23	Thursday May 24	Friday May 25	Founding & Lead Faculty
<b>Opening &amp; Introduction</b> <ul style="list-style-type: none"> <li>• Introduction to DWHLI Conceptual Framework</li> <li>• Introduction to Use of Self</li> </ul> <p><i>Julia Scott &amp; Judith Skelton-Green</i></p>	<b>Collaborative Relationships</b> <ul style="list-style-type: none"> <li>• SCARF: a brain-based model for collaborating with &amp; influencing others</li> </ul>  <p><i>Penny Paucha, President Instincts at Work</i></p>	<b>Use of Self - Emotional Intelligence</b> <ul style="list-style-type: none"> <li>• Emotional Intelligence</li> <li>• The Leader's Journey</li> </ul>  <p><i>Rick Lash, Director of Leadership and Talent Practice Korn Ferry Hay Group</i></p>	<b>Person-Centred Care</b> <ul style="list-style-type: none"> <li>• Core concepts and leading practices to advance patient partnerships, experience and engagement</li> </ul> <p><i>Julia Scott</i></p>	 <p><i>Julia Scott</i></p>
Lunch	Lunch	Lunch	Lunch	 <p><i>Judith Skelton-Green</i></p>
<b>Leadership Capabilities</b> <ul style="list-style-type: none"> <li>• Kouzes &amp; Posner's Five Practices of Exemplary Leaders</li> </ul>  <p><i>Beth High, President Certified Master Facilitator The Leadership Challenge</i></p>	<b>Leading Change in Complex Environments</b> <ul style="list-style-type: none"> <li>• Change Framework</li> <li>• Being strategic</li> <li>• Individual coaching appointments</li> </ul> <p><i>Nancy Fletcher &amp; Project Coaches</i></p>	<b>Change Project</b> <ul style="list-style-type: none"> <li>• Structuring for success</li> <li>• Engaging stakeholders &amp; building support</li> </ul> <p><i>Nancy Fletcher &amp; Julia Scott</i></p>	<b>Closing Keynote "Leadership takes Courage"</b>  <p><i>Joy Richards, Vice President Health Professions University Health Network</i></p>	<b>Guest Faculty</b>  <p><i>Nancy Fletcher</i></p>
Fitness & Dinner	Fitness & Dinner	Fitness & Dinner		 <p><i>Barb Mildon</i></p>
<b>Inspiring Shared Vision</b> <ul style="list-style-type: none"> <li>• Animating a Shared Vision</li> </ul> <p><i>Judith Skelton-Green &amp; Barb Mildon</i></p>	<b>"Innovation for Best Outcomes"</b>  <p><i>Mike Villeneuve, Chief Executive Officer Canadian Nurses Association</i></p>	<b>Self-Care: Personal Development Planning</b> <ul style="list-style-type: none"> <li>• Leadership Practices Inventory® and Area of Focus</li> </ul> <p><i>Judith Skelton-Green &amp; Barb Mildon</i></p>	 	

## FOLLOW-UP DEVELOPMENT



Participants are provided with one-year access to **Harvard ManageMentor®**, an on-demand leadership development resource that connects you with the thoughts and strategies of experienced leaders, authors and contributors from around the world.

In order to receive your Certificate of Completion participants will:

- Complete a minimum of four modules from **Harvard ManageMentor®** ;
- Meet with coach/sponsor to discuss individual and project learning;
- Present at a project sharing webinar to be held in the fall of 2018; and
- Update your personal leadership development plan.

(All Components must be completed by December 1, 2018)

## THE INSTITUTE FOR LEARNING

Our home for the residential session is the BMO's Institute for Learning. The facility provides a superb learning environment, ideal for the skill development included within our curriculum. The seminar rooms and dining are outstanding and your private hotel-style accommodation is First Class. There is a fully-equipped Wellness Centre featuring an indoor pool, exercise equipment, and a whirlpool hot tub. Evenings can be spent in the social centre lounge/bar networking with your colleagues.



### REGISTRATION INFORMATION

Please complete the accompanying registration form. Registration will be on a "first come" basis. There is a limit of 85 places in this offering.

- You must register at least 2 individuals. These individuals may be a mix of established and emerging leaders or members of different disciplines who work together and want to strengthen their team effectiveness. The opportunity for mutual, as well as individual development will be a key feature of the program.
- All sessions, meals and your hotel-quality private accommodations will be at the BMO Institute For Learning in Toronto.
- Institute attendees are expected to live in residence for the Institute.

A verbal or email reservation without deposit will be held for only 2 weeks.

A non-refundable deposit of \$1,000 per person will save your place in the 2018 Institute.

Full payment is required by March 10th, 2018 after which no refund will be issued.

This cancellation policy is necessary to secure your rooms at the Institute for Learning; however should a given participant be unable to attend, another name can be substituted at any time.



CANADIAN COLLEGE OF HEALTH LEADERS    COLLÈGE CANADIEN DES LEADERS EN SANTÉ

DWHLI has a Strategic Alliance with CCHL that gives graduates significant credit toward the CHE designation. Details will be provided to Institute attendees.

### Bursaries

A limited number of bursaries may be available for small or emerging organizations whose budgets are not able to support this level of program costs. Please contact the Institute office for application forms.

### 2018 DWHLI Institute

\$3,550 + \$461.50 HST = \$4,011.50 per person

### DWHLI

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