

# EHL Edmonton



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## Upcoming Event - Save the Date!

Have you ever wondered why some people get offered every job they interview for? Or why you didn't receive a call back for a second interview? Are you wanting to hone your interview skills to help land you your dream job? Then this session is for you.

EHL Edmonton will be hosting a practical workshop on the development of interview skills.

This event will include a panel presentation from three professionals who work in the area of HR or management. You will also have the opportunity to experience speed interviewing and receive feedback on your interview responses from executive leaders in the health care industry.

**Date:** April 26, 2011

**Time:** 6:00 pm to 8:00 pm

Watch for more information in your April newsletter and your inbox!



## Guest Columnist

Do you have knowledge, information, or expertise that you would like to share with others? We are looking for guest columnists to showcase in future editions of our newsletter. If you have an idea or would like to contribute as a guest columnist please let Chelsea know by e-mailing [ehledmonton@gmail.com](mailto:ehledmonton@gmail.com) with your idea and you could be featured in the next edition of our Newsletter.



## Financial Planning

Kim MacDonald  
Investment Advisor

Should readers have a specific area related to investments that they would like Kim MacDonald to write about, we encourage requests. Please email Chelsea at [ehledmonton@gmail.com](mailto:ehledmonton@gmail.com).

## Tax Treatment of ETFs and Mutual Funds

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Exchange-traded funds (ETFs) and mutual funds have become such popular investment vehicles that it is important to be familiar with the tax issues surrounding these types of funds when they are held in your non-registered accounts. In general, there are two situations that would require you to report information in your annual income tax return: i) when a fund makes a distribution in the year; and/or, ii) when you dispose of all, or some, of your holdings in the fund.

### Distributions

At the end of every calendar year in which it made a distribution, a fund is required to issue a tax reporting form. This tax slip will indicate the amount and nature of the distributions that you received. The types of distributions that are included in your taxable income may consist of: dividends (eligible and/or other than eligible), capital gains, other income (which generally represents interest, rental, and/or business income), and foreign income. The type of tax slip issued may vary. If you own shares of a mutual fund corporation or exchange-traded fund, you will receive a T5 slip — *Statement of Investment Income*. The tax slip should also indicate the amount, if any, of the distributions that are to be considered a return of capital. Although a return of capital is not subject to tax when received, it does have a tax impact in the future. It is important to recognize that distributions by a fund can be made in cash and/or through a non-cash reinvestment in the fund. If a fund makes a non-cash distribution, you would still include the taxable components of the distributions in your income for the year. However, you would also add the reinvested amounts to your adjusted cost base ("ACB") in the fund, as explained in the next section. Note that the structural differences between ETFs and traditional mutual funds can affect capital gains, as ETF sponsors do not need to sell underlying securities to raise cash for redemptions (instead, an exchange occurs, which is not considered a taxable event, and increases a portfolio's overall cost basis). This may reduce the likelihood of incurring capital gains.

## **Disposition**

The disposition of a fund must be reported in your tax return in the year it is sold. The calculation of the capital gain or loss resulting from the sale is determined by taking the net proceeds received after commissions or fees and subtracting the ACB of the fund sold. The ACB of the fund is composed of the following amounts, if any: i) the total amount that you paid to buy the fund, including commissions; ii) plus the amount of all non-cash reinvested distributions; iii) less the return of the capital component of any distributions; and, iv) less the ACB of any previously sold shares or units. It is important to maintain detailed records of your investments in order to calculate the ACB of a fund, particularly in situations where you are selling only a portion of your holdings, there have been returns of capital, and/or there have been reinvestments in the fund.

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## **Global Emerging Leaders, European Health Management Association & The King's Fund**

It is the start of a new era for Global Emerging Leaders members. Beginning with the replacement of the Global Emerging Leaders (GEL) website, by new and improved offerings from The King's Fund and EHMA.

Last week The King's Fund launched a new section of its website dedicated to international news, views and content. Providing stimulating discussion, information on different health systems, and opportunities to go and visit good practice internationally. <http://www.kingsfund.org.uk/international>. EHMA has also launched a number of new initiatives in 2011, including international projects on peer assessment of quality of care in hospitals, and on collaboration and integration of care for an ageing population. It also continues to run its weekly newsletter. <http://www.ehma.org/>

These new and improved offers will supersede the need to have GEL as a standalone website. We are confident that the new resources offered by The King's Fund and EHMA will allow for greater discussion and idea sharing, whilst giving access to knowledge and information to an ever wider audience. Please find detailed information on what both The King's Fund and EHMA have to offer attached.

The last day all members will be able to access the GEL website is Friday 18th February 2011, until 5pm. For those members interested in continuing to access the Harvard Business School e-learning modules, this will be available for a limited period by contacting Mary Frampton at [m.frampton@kingsfund.org.uk](mailto:m.frampton@kingsfund.org.uk)

We would like to thank you for all your contributions to the GEL website throughout your membership and very much look forward to seeing your contributions and insight on both The King's Fund and EHMA platforms in the future.

Regards,

Lorraine King, Network Director [The King's Fund]

Elisabeth Jelfs, Deputy Director [European Health Management Association]

## A Day in the Life of EHL Member Johanna Knettig



Johanna (Arnett) Knettig has worked in the healthcare sector for seven years. She worked as an Occupational Therapist for both Millard Health and Capital Health for 5 years before returning to graduate school in 2007. Johanna completed her Masters in Public Health, Health Policy and Management in April 2009

from the University of Alberta. She began working for Covenant Health in June 2009 after returning from a 3 month adventure in South East Asia and Indonesia.

No two days are alike in her current role as the Executive Associate to the President and CEO of Covenant Health. Requests from government, media, patients, staff and unions frequently arise requiring immediate attention. These requests are woven into Johanna's scheduled responsibilities of participating in planning and implementation of corporate-based initiatives, strategic planning and organizational development, as well as leading select projects for the organization. For her most recent project, Johanna was a member of the Steering Committee and multiple Working Groups responsible for establishing the acute geriatric mental health program at the newest Covenant Health facility, Villa Caritas. Johanna feels that the values-based approach to their mission, vision and strategic directions make Covenant Health a good fit for her and lead to a fulfilling work environment.

In her life away from the office, Johanna volunteers for Catholic Social Services, running a club for immigrant youth in which they can practice their English and learn about Canadian customs. She finds these activities a fulfilling way to keep her connection to the community while her career has taken on more of a high-level, corporate focus. Johanna enjoys participating in Pilates, cross country skiing and travelling. She and her husband are currently planning trips to Hawaii this winter and to Paris and the Czech Republic for late spring!

## Healthy You – Avoiding Office Munchies

**Indulge... But Don't Overindulge.** Have a piece of cake, a cupcake or a brownie and enjoy every bite. Not eating what everyone else is eating may cause you to feel deprived, making you want the dessert even more, which could lead to overindulgence later in the day.

**Out of Sight, Out of Mind.** Offer to put the leftover cake in the fridge, away from your viewpoint. When a large cake is no longer staring you in the face, it's a lot easier to resist.

**Keep a Snack Handy.** Try to have a cup of Greek yogurt in the fridge just in case you are feeling particularly snacky. Always have a healthy go-to snack option and don't have to resort to rich desserts to satisfy hunger.

**Bring in a Healthy Dish.** If your work is holding an office potluck, offer to bring in a healthy side so you know a great nutritious option will be available. Fruit salads, whole wheat crackers with cheese and grapes and sweet potato casserole are always popular dishes.

## Community Events

March 5 to June 5 -  
[Emily Carr Exhibition @ AGA](#)

March 31 – [Deadline for 2011 Good Neighbor Awards](#)

April 30 - [Eat Alberta](#)

June 14 - [Indulgence Edmonton 2011](#)

## EHL Canada Update

\* EHL National is encouraging social networking. Watch for updates from the new [EHL Edmonton Facebook Page](#)

\* EHL Vancouver has partnered with Royal Roads University to offer executive coaching. Check out their [March Newsletter](#) for information on getting involved in this great (and free!) opportunity

\* look for more news next month

## EHL - Frequently Asked Questions

Who does EHL partner with?

*Canadian College of Health Leaders (CCHL) local chapters and the national office*

*Canadian Health Leadership Network*

*National Health Sciences Students' Association*

*EHL members' employers*

*Health Service Administration training programs*

*Other partners as relevant*

I read a great book about leadership lately, where can I share this resource with others?

*EHL has an online [library](#) that can you contribute to or go to for interesting books, articles, videos, and podcasts.*

How can I find out about other professional development opportunities outside of EHL?

*Watch for notices and listing in your node's newsletter as well as the newsletters of other nodes around Canada.*

## Career Corner

### JOBS OF THE MONTH:

[Consultant, Clinical Policy Development, AHS](#)

[Director, University Health Centre, University of Alberta](#)

[Manager, Physician Agreements, AHS](#)

[Manager, Population Health Assessment, Alberta Health & Wellness](#)

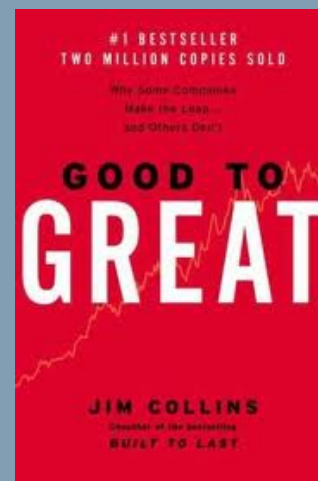
[Population Health Intervention Research Unit \(PHIRU\) Manager, University of Alberta](#)



## BOOK CLUB

### Good To Great

by Jim Collins



The findings of the Good to Great study will surprise many readers and shed light on virtually every area of management strategy and practice. The findings include:

**Level 5 Leaders:** The research team was shocked to discover the type of leadership required to achieve greatness.

**The Hedgehog Concept** (Simplicity within the Three Circles): To go from good to great requires transcending the curse of competence.

**A Culture of Discipline:** When you combine a culture of discipline with an ethic of entrepreneurship, you get the magical alchemy of great results. Technology Accelerators: Good-to-great companies think differently about the role of technology.

**The Flywheel and the Doom Loop:** Those who launch radical change programs and wrenching restructurings will almost certainly fail to make the leap.



## CALENDAR OF UPCOMING EVENTS:

### APRIL

Interview Workshop

### JUNE

Informal Event

## Welcome New Members!

We would like to welcome **Emma Wilkins, Preeti Nigam, Mallory Becker, Amanda Wasney & Jean Jacque Lovely** to EHL Edmonton!

Want to become an EHL member? Good news...it's **FREE** to join! Just visit our website at [www.emerginghealthleaders.ca](http://www.emerginghealthleaders.ca), click on "Membership", fill out and email the membership profile form to [ehledmonton@gmail.com](mailto:ehledmonton@gmail.com).

## EHL Vision, Mission & Mandate

### Vision

To develop emerging health system leaders across Canada.

### Mission

To provide opportunities to support the development of emerging health leaders through the creation of knowledge exchange net-works, educational events, mentoring relationships, and informed health care and related discussions.

### Mandate

Through networking and educational events, Emerging Health Leaders provides a forum for open, collaborative and constructive dialogue on timely national health issues. EHL targets new health leaders from a cross section of health employers in the public, private and not-for-profit sector.



### Emerging Health Leaders, Edmonton

Co- Chairs: Catriona Gano & Stacy Greening  
Communication Coordinator: Chelsea Rogerson & Jennifer Parsonage  
Membership Coordinator: Chris Carvalho & Jennifer Parsonage

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