

Emerging Health Leaders

EHL Vancouver Node Newsletter

Are you in the driver's seat of your career?

Who is EHL for?

- Are you progressing in your career?
- Are you in a Health-related field?
- Are you striving to be a leader?
- If you answered yes then keep reading!

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Dori Van Stolk, RN, BScN, MA, CEC, Senior Leader, Clinical Education, BC Children's Hospital

Dori Van Stolk, RN, BScN, MA, CEC, has over 20 years of healthcare experience with a clinical background in pediatric oncology. She has created, developed and facilitated many employee development programs, including Leaders For Learning.

She has seen the value of coaching with healthcare leaders as they transition to a leadership style that values openness, curiosity and compassion within the context of the work relationship. Bringing coaching to the healthcare environment is one way to improve team functioning and foster a respectful environment that ultimately makes it safer and more effective for the organization, patients/clients and families.

Dori has a BSc in Nursing from U of Alberta, an MA in Leadership and a Graduate Certificate in Executive Coaching from Royal Roads University. Her current role, as Senior Leader, Clinical Education at BC Children's Hospital focuses on developing and overseeing orientation, professional development, leadership and inter-professional programs for staff.

Date & Time:

Wednesday January 11, 2012

5:30pm to 6:00pm: **Networking**

6:00pm to 7:00pm: **Event**

Fee: \$5, please pay at the door.

This event is sponsored by



Location Details



Deloitte (boardroom)

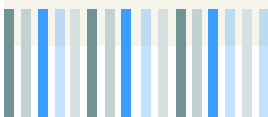
Suite 2800 - 1055 Dunsmuir, Vancouver, BC

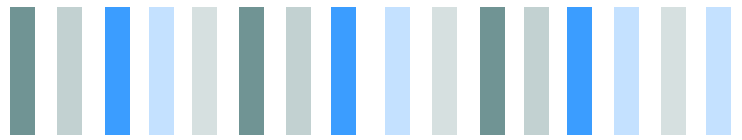
Please RSVP by **Monday January 9, 2012**

Limited Seating!

RSVP:

EHLVancouver@emerginghealthleaders.ca





Executive Coaching



The EHL Vancouver coaching program connects Emerging Health Leaders with students from the Executive Coaching program at Royal Roads University. The career coach works with our members to identify their strengths and weaknesses, explore career goals and create strategic action plans. Coaches do not troubleshoot day-to-day, sector specific work issues, but are there to help members understand *what* needs to be done to reach career goals.

This service is ideal for emerging leaders who are transitioning to different sectors, exploring alternative career options, or starting out in a leadership position. The program is typically six months long, and has three admission dates: January, May and September.

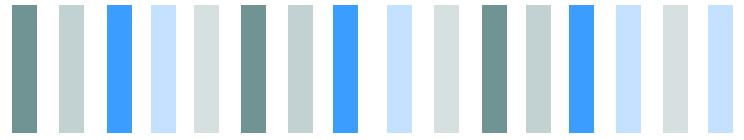
Please download the application form [here](#).

We will start accepting applications on January 1st and the **deadline to apply is January 31st, 2011** for the January intake.

For further inquiry, please contact Karen Salamat at lorenak6@hotmail.com.

Coaching Testimonial From an EHL Member

“Executive coaching through EHL has been a very valuable part of my personal leadership development. In executive coaching, I felt that my coach guided me to focus on my way of thinking. As a result, I would be able to clearly develop my own conclusions about my obstacles, challenges, and successes. I truly see a valuable difference between executive coaching and mentorship in the way they have influenced me. I feel that executive coaching forces you to think more introspectively about your strengths and weaknesses. In essence, the two forms of leadership development indeed complement one another. Since my first experience with executive coaching, I have been able to better focus my activities and truly lead myself as I take on new challenges. I would recommend anyone to take advantage of this valuable opportunity that EHL-Vancouver and Royal Roads University offer to you for free!”



Guest Column

Wellness as a Leadership Strategy

By **Callie Bland** PCC, CPCC, RN, BSN, BSc

Executive Coach



Leadership development is increasingly recognized as critical to organizational success. In recent years business and healthcare leaders attention has been drawn to this notion that ‘people join companies and leave managers’. As a result of this reality, leaders are investing time and money to develop their leadership potential to be the leader desirable employees want to work for.

There are often barriers for leaders when trying to adopt new attitudes, skills and tools to improve their interpersonal relationships and overall performance. One of the common barriers is personal wellness of the individual leader. When personal wellness is compromised leaders are much less likely to have the energy and capacity to engage in leadership development and commit to making change. Leaders who take care of themselves and maintain a high degree of personal wellness have a greater capacity to engage and commit to learning and growing as a leader.

Earlier this year a Gallup study found wellbeing to be an effective strategy for sustainable growth in businesses. They explored the impact of employee wellbeing on companies and their financial performance and found that employee wellbeing has a direct and significant impact on the bottom line. They took data from more than 150 countries and areas around the world and studied the common elements that best differentiate the lives that are spent thriving from those that are spent struggling or suffering. From this research, **five elements** of wellbeing emerged and represent actionable areas that can be leveraged to improve wellbeing:

- **Career Wellbeing:** how you occupy your time and liking what you do each day
- **Social Wellbeing:** having strong relationships and love in your life
- **Financial Wellbeing:** effectively managing your economic life to reduce stress and increase security
- **Physical Wellbeing:** having good health and enough energy to get things done on a daily basis
- **Community Wellbeing:** the sense of engagement and involvement you have with the area where you live

The research does not directly point to leadership wellbeing specifically although considering how much leadership impacts workplace culture and relationships, it makes sense that leadership wellness also contributes to bottom line results of healthcare, which includes most importantly patient outcomes.

If you are curious about wellness as a leadership strategy, here are some tips on where to start:

1) Assess your current wellness status to identify which of these 5 elements of wellbeing, listed above, needs more attention. One way to do this is simply to rate on a scale of 0-10 (10 being most satisfied and 0 being not satisfied at all) how satisfied you are with each element.

2) Once you identify which elements need more attention, brainstorm a list of action steps you can take to improve this area of wellbeing. Out of your list of possible action steps pick one that would increase your satisfaction rating by one point and do it within the next few days.

3) After your wellness action, rerate your level of satisfaction with the corresponding area(s) of wellbeing. Notice if that action step was successful in improving your wellness rating. If not, then choose another action that results in an improved rating. As your wellness improves be conscious of the impact it has on your leadership performance. How does your wellness affect your professional success as a leader?

Wellness as a leadership strategy may provide healthcare leaders with the resiliency they need to develop and maintain effective working relationships and contribute to employees making the choice to stay with their employer and perform their best, creating a more positive impact on the individuals and systems they serve.

Click [HERE](#) for more information on the Gallup research

Callie Bland PCC, CPCC, RN, BSN, BSc

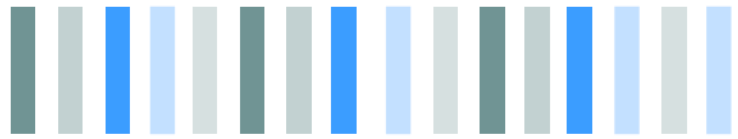
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Mentorship Tip of the month



CANADIAN COLLEGE OF HEALTH LEADERS COLLÈGE CANADIEN DES LEADERS EN SANTÉ

Creating Personal Development Goals

The mentor plays a strong role in supporting the personal development goals of the mentees. For maximum benefit, it is recommended that the mentee complete a personal development plan and set short-term and long-term goals. Goal setting is a powerful process that assists the mentee in his/her personal growth as well as helps them focus in on their visions and future plans. The mentor can assist by helping the mentee produce this personal development plan to make them more successful in their health care career.

Retrieved from the VCH Intranet Website: Article- [Mentorship Basics - Mentorship Guide Book by G. Phipps, 2010](#)

Networking Tip of the Month

Based on the book, *WORK THE POND!* by Darcy Rezac, Judy Thomson & Gayle-Hallgren-Rezac

No. 408 November 20, 2011

Test The Waters. Elize Ceschia, a Program Specialist for Mitacs Inc., shared a smart way to meet someone at a networking event or conference who you **really** want to meet, but are afraid to approach. Elize suggests that if you are there with a friend, who doesn't have a vested interested in meeting that person, you get your tag teammate to go over and meet that person first. Then, you follow along. It's much easier for someone who doesn't feel there is a lot 'riding on' making that initial connection to engage that person in conversation and then bring you into the discussion.

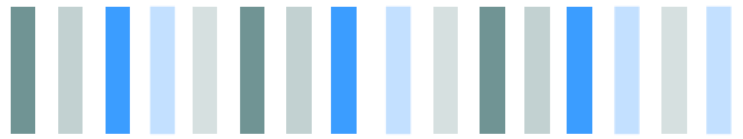
--Darcy, Gayle and Judy

[Work The Pond! is now a downloadable ebook.](#)



[On Kindle](#)
[On Apple devices](#)
[On Barnes & Noble](#)

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National Health Leadership Conference 2012



NHLC RISING HEALTH LEADER ATTENDANCE CRITERIA

Objective:

As part of a broader commitment to support mentorship opportunities, the co-hosts of NHLC, the Canadian College of Health Leaders and the Canadian Healthcare Association will make available a limited number of registrations at the conference for the leaders of tomorrow.

Process:

A maximum of ten discounted registrations at a special rate of \$295 will be offered to rising health leaders accompanied by a mentor paying the full conference rate.

A letter from the mentor must be submitted to the NHLC Secretariat in order to confirm mentee status for the rising leader no later than May 4, 2012.

To qualify for the Rising Health Leaders rate, a mentor must submit a mentorship plan for the mentee; the mentee must be age 40 or under and be part of middle management or below. The mentor must also be present at the conference. If mentor cancels his/her registration, the rising health leader will be required to pay the early bird rate.

Rising health leader is defined as:

Leaders, age 40 or younger, who are employed at middle management level, or below, in any area of health services, including public health, health prevention, health promotion, acute care, long term care, rehabilitation, mental health and drug dependency services, national, provincial or local health organizations, health charities, private sector health organizations or any related area.



Unleash the Leader Within You

Job Postings

1. [Director, Site Operations, Burnaby Hospital \(FHA\)](#)
2. [Evaluation Lead, Integrated Primary and Community Care \(FHA\)](#)
3. [Lean Transformation Services Manager/Educator \(VCH\)](#)
4. [Director, Special Projects \(VCH\)](#)
5. [Program Director, Elder Care \(PHC\)](#)
6. [Director, Quality and Utilization and Management and Accreditation \(PHC\)](#)
7. [Director, Health Services, Kelowna General Hospital \(Interior Health\)](#)

Call for Nominations: 2012 National Awards Program



CANADIAN COLLEGE OF HEALTH LEADERS COLLÈGE CANADIEN DES LEADERS EN SANTÉ

The College is now inviting nominations for the 2012 National Awards Program.

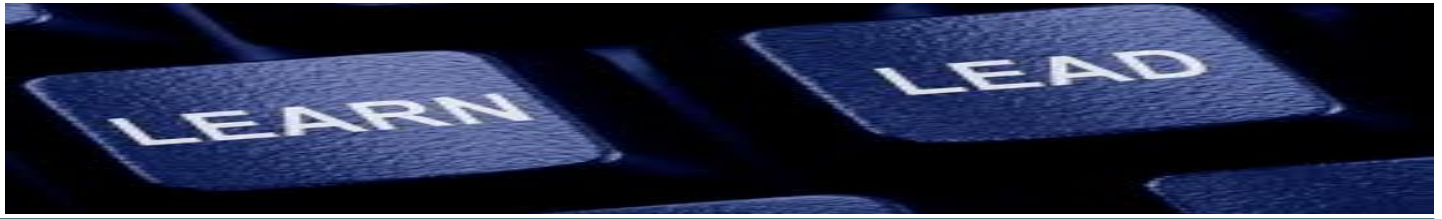
To nominate a program, individual or team for an award, please download the award template which is available on the College's website under [National Awards Program](#). The award template includes everything you need to complete your nomination, including the award criteria, the nomination form and the report template.

Deadline to submit a nomination is **February 1, 2012**, with the exception of the Mentorship Award and the Quality of Life Award.

New for 2012 - The College is piloting a new submission process for two of our awards: the **Mentorship Award** and the **Quality of Life Award**. Nominations are to be submitted in two sections. Section A, which is a 250 word summary, is due on **December 14, 2011**. The summaries will then be reviewed by the selection committee and a shortlist of top contenders will be formed. Those shortlisted will be asked to complete Section B of the nomination template and submit it to the College by **February 1, 2012**.

Should you have any questions, please contact Cindy MacBride, Manager of Awards & Sponsorships, at cmacbride@cchl-ccls.ca or by phone at 1-800-363-9056 ext. 13.

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Podcasts

1. [Project management war stories: Presentation tips for project managers](#)
2. [Manager Tools: Contract Employee One on Ones—Part 1](#)
3. [HBR: What motivates tomorrow's leaders](#)

Webinars:

1. [UBC CHCM: Leadership Trends in Canadian Academic Surgery](#)

Blogs:

1. [WSJ: More states move closer to health insurance exchanges](#)
2. [WSJ: Psychiatric manual revision pushes ahead amid continued concerns.](#)
3. [HBR: The idealistic realist: What really helped elevated Campbell soup company](#)
4. [HBR: Eight dangers of collaboration](#)

Videos

1. [CHCM: Creating safety in an emergency department](#)

Readings:

1. [David Irvine: Building a culture by design](#)
2. [Longwoods: Law, Public Policy and Mental health in the workplace](#)
3. [CBC: Seniors in hospital beds costly for health system](#)
4. [The Economist: Pharmaceutical spending](#)

Book Review

9 Things Successful People Do Differently

by Heidi Grant Halvorson

Source: Harvard Business Press Books

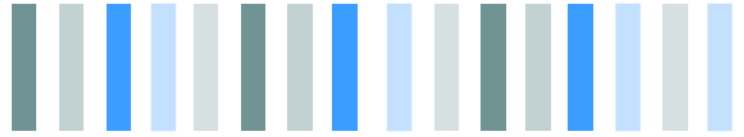
Decades of research on achievement suggests people at the top of their game tend to reach their goals because of what they do--not because of who they are. In this short, provocative, and useful HBR Single, motivational psychologist Heidi Grant Halvorson translates the psychological secrets of these winning human beings for your use.



[READ MORE](#)

Retrieved from [The Harvard Business Review](#)

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Strategic Partners

We are proud to be strategic partners with the following excellent organizations:



Call for Guest Writers!

Do you have ideas, expertise or knowledge that you can share with your fellow EHL members? If so, you could be the next guest writer for EHL Vancouver! We are looking for contributions to our newsletter to enhance the knowledge and experience of all EHL members. If you are interested in making a contribution, please email Anureet at EHLVancouver@emerginghealthleaders.ca and your contribution could be featured in the next newsletter.





EHL Executive Members:

Sartre Jean-Gilles,	Co-chair
Zahida Esmail,	Co-chair
Karen Salamat,	Mentorship
Victor Liu,	Mentorship
Devon Poznanski,	Membership
Anureet Sohi,	Communications
Jessica Pan,	Events
Alison Kong,	Events
Joseph Tesoro,	Secretary
Meher Shergill,	Finance

Email:
EHLVancouver@emerginghealthleaders.ca
Website:
www.emerginghealthleaders.ca



Vision

A valuable network that provides unique opportunities to discover and unleash the leader within you.

Mission

To be the most valuable network for health leaders in BC

“a network developed for new health professionals, by new health professionals”

Current Membership: 195
Like what you see?
Then spread the word!

Remind your colleagues that membership is FREE and simple.

All they need to do is contact us via email [here](#) and we will send them the information they need.



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