

Emerging Health Leaders

# EHL Vancouver Node Newsletter

## Mentorship 101

### 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!

### In this issue:

<a href="#">EHL-CCHL Mentorship Program</a>	2
<a href="#">Mentorship &amp; Networking Tips</a>	3
<a href="#">HCLABC Conference</a>	4-6
<a href="#">Dialogue on Aging Conference</a>	7
<a href="#">Job &amp; Career Opportunities</a>	8-9
<a href="#">EHL Library</a>	10-11
<a href="#">Vision</a>	12

*In support of the newly launched joint Mentorship Program between Emerging Health Leaders (EHL) and the Canadian College of Health Leaders (CCHL), EHL has invited two seasoned health leaders with extensive experiences in mentoring to share their thoughts on elements of a successful mentorship relationship. This session will provide practical tips on how to jump-start your mentorship experience! Dan Levitt will speak on his experience as a mentor. Cynthia Johansen will share her perspective as a mentee.*

### Dan Levitt

Dan Levitt is currently the Executive Director at Tabor Home Society and also works as an independent Management Consultant. His focus is on home and community care, assisted living, housing, marketing, fundraising, quality improvement, pharmacy improvement, accreditation, governance, operations, development, and other areas. His other specialties are in the elder care sector, governance and strategic planning. Notable organizations that have benefited from Dan's experience include B.C. Hospice and Palliative Care Association, Simon Fraser University, and Tapestry Foundation for Health Care. Dan has been a very active in the volunteer sector, sitting on the HCLABC Board as the Secretary/Treasurer and for CCHL's mentorship program as a mentor.

### Cynthia Johansen

Cynthia Johansen joined the College of Registered Nurses of B.C. (CRNBC) in 2006, as the Director of Registration, Inquiry and Discipline. Previous to this, Cynthia served as the Registrar and CEO of the College of Dental Hygienists of B.C. Cynthia has a BA in Political Science and a MA in Leadership Studies. She is currently completing a MSc in Information Management. Cynthia has extensive experience in investigating and reporting on issues of public safety and access to care, and working with government, the public and stakeholders on improving professional practice standards and health profession regulation. She has also served as Chief of Staff to the Minister of Health in B.C. and has worked in the Premiers' Office.

### Date & Time:

**Wednesday November 2**

**5:30pm to 7:00pm**

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

This event is sponsored by



### Location Details



Deloitte (boardroom)

Suite 2800 - 1055 Dunsmuir, Vancouver, BC

RSVP:

[EHLVancouver@emerginghealthleaders.ca](mailto:EHLVancouver@emerginghealthleaders.ca)





## Mentorship Program Kick Off a Huge Success!



On September 29th, the inaugural joint EHL and CCHL Executive Mentorship Program kicked off with a fantastic start! With more than 100 CCHL and EHL members in attendance at a wine and cheese social held at the University of British Columbia Golf club, mentees had an opportunity to meet their mentors, and network with others. This year saw an increase of about 50% with almost 30 mentors & mentees being matched! The event began with a welcome by Sartre Jean-Gilles, Co-Chair, EHL-Vancouver and David Thompson, Chair, CCHL. The key note address, by Jennifer Duff of Providence Health Care, compared the Canadian and Swedish health care system was about her experiences during the 2011 Sweden Study Tour.





## Mentorship Tip of the month



### **Making the Most of Your New Mentorship Experience**

- A mentor is a wonderful resource and trusted expert to guide you in your growth and development as a health care leader. However, it is mostly the responsibility of the mentee to take the initiative in the mentoring relationship. The mentee can orchestrate agendas, facilitate the meetings, and identify goals and objectives, to name a few.
- Get more tips on what actions you can engage in with your new mentor by reading an article by NIH entitled [“Things To Do Together”](#).

Enjoy your new mentorship experience! Remember, what you put into it is equivalent to what you get out of it.

### **Networking Tip of the Month**

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

No. 400 September 25, 2011

**Raise Your Profile.** Many people go to networking events and receptions and slip into the room, circulate a bit and then slip out. If you have been invited to an event (a reception, a hosted networking event, etc.) seek out the host and thank them for inviting you. It is also nice, before you leave, to thank the host for an enjoyable evening. This is important because:

1. You want the host to know that you showed up.
2. It's a way to touch base with the host, someone you may not have an opportunity to meet any other way.

3. It is a simple social grace that has been forgotten.

Go to [our blog](#) to read a story from our book *Work the Pond!* about the perils of RSVP'ing and being a no show.

--Darcy, Gayle and Judy

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

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

[Back to Top](#)

FOLLOW US ON **twitter**

Mark your calendar to attend **“Leaders for Learning: A Healthcare Leadership Development Program for New and Emerging Leaders”** at the HCLABC  
Conference

**HealthCare Leaders' Association of British Columbia Annual Leadership Conference 2011**

**Leading Towards Certainty in Healthcare**

October 12 and 13, 2011 at the Fairmont Waterfront Hotel, Vancouver



In this concurrent session, speakers Debbie McDougall and Dori Van Stolk will discuss Leaders For Learning - an interprofessional leadership program for new and emerging leaders in healthcare. The intent of the program is to provide a foundational leadership development opportunity for new leaders to learn with, from and about each other; to effectively lead staff and influence change; to improve quality and create an environment that fosters safe patient/client care. Leaders learn coaching skills and receive coaching to enhance their leadership development. The program, developed and delivered internally, originated from BC Children's Hospital and BC Women's Hospital and expanded to all agencies and corporate areas of the Provincial Health Services Authority.

**Debbie McDougall, RN, BsN, MsN, Senior Leader, Clinical Education, BC Women's Hospital and Health Centre**

Debbie began her career in perinatal nursing and has been with BC Women's Hospital and Health Centre of British Columbia (BCW) for 30 years, with the past 20 years focused in education. She has a Masters of Science in Nursing with an education leadership focus. Debbie is currently the Senior Leader for Clinical Education in the department of Learning and Development. In this role, Debbie works with multiple clinical programs and interprofessional groups within the organization in addition to partnering with provincial health and post-secondary organizations. A key area of focus in Debbie's role is preceptor, mentor, clinical educator, and frontline leader development programs. She has been involved in the development and evolution of the C&W Preceptor / Mentor Internship Program over the past 12 years and the Foundational Leadership Program over the past 7 years. Debbie also works as an independent practice education consultant, offering her experience in project management, knowledge brokering, and education design and delivery.

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

Dori has over 20 years of healthcare experience with a clinical background in paediatric 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 interprofessional programs for staff.



**Leading Towards Certainty  
in Healthcare**

ANNUAL CONFERENCE OF THE HEALTHCARE LEADERS'  
ASSOCIATION OF BRITISH COLUMBIA  
October 12-13, 2011

STRATEGIC PARTNER OF



CANADIAN COLLEGE OF  
HEALTH LEADERS  
COLLÈGE CANADIEN DES  
LEADERS EN SANTÉ



**HealthCare Leaders' Association of British Columbia Annual Leadership**

**Conference 2011**

**Leading Towards Certainty in Healthcare**

October 12 and 13, 2011

Fairmont Waterfront Hotel, Vancouver

Full program and registration [here](#)

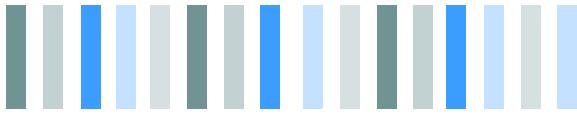
This year's conference covers a wide range of relevant topics that focus on the key drivers and influencing factors that are shaping health system transformation. Keynote speakers and concurrent session presenters are leading-edge and thought-provoking experts in their respective fields from within BC, across Canada, and the United States.

**Topics include:**

- BC Health Authority CEOs Share Their Perspectives and Visions for the Future. Organizational Culture: An Enabler or Barrier in Service Integration and Consolidation?
- Leading the First Nations Transformation to Self Control and Responsibility for Health Service Delivery
- Leading Transformation
- The Economic Burden of Healthcare: Moving Towards a Sustainable System
- Navigating the Healthcare Maze
- Information Management and Technology (IMIT) in an Integrated World: Crossing the Divide
- Citizen Engagement: Exercising Public Judgment in Health Systems Planning
- Next Generation Leaders: Finding, Building & Securing the Future Talent Pool
- Public Private Partnerships: Experience and Lessons
- And see more on the website!

[See next page for list of speakers!](#)

[Back to Top](#)



Leading Towards Certainty  
in Healthcare  
ANNUAL CONFERENCE OF THE HEALTHCARE LEADERS'  
ASSOCIATION OF BRITISH COLUMBIA  
October 12-13, 2011



## Speakers and panel members include:

- **Jeffrey D. Selberg**, MHA, Executive Vice President and Chief Operating Officer, Institute for Healthcare Improvement (IHI)
- **Jim Bottomley**, The Breken Group and Futurist
- **Dianne Doyle**, CEO, Providence Health Care; Dr. Nigel Murray, CEO, Fraser Health Authority; Dr. David Ostrow, CEO, Vancouver Coastal Health Authority; Howard Waldner, CEO, Vancouver Island Health Authority
- **Dr. Evan Adams**, Aboriginal Health Physician Advisor, Office of the Provincial Health Officer, BC Ministry of Health Services; Joe Gallagher, CEO First Nations Health Society; Linda Revell, Chief Operating Officer, First Nations Health Society
- **Dr. Les Vertesi**, Executive Director, BC Health Services Purchasing Organization; Dr. Mark Godley, Medical Director, False Creek Healthcare Centre; Dr. Jason Sutherland, Assistant Professor, Centre for Health Services and Policy Research, UBC School of Population and Public Health, University of British Columbia
- **Pamela Fayerman**, Vancouver Sun Medical and Health Issues Reporter; Janet Bates, BC Cancer Agency Southern Interior, IB-RAPID Program; Anastasia Elworthy, Operations Leader, Surgical Ambulatory Clinics, Providence Health Care; LaDonna Fehr, Director of Clinical Operations, BC Northern Cancer Centre
- **Philip Barker**, Vice President, Information Management, Fraser Health Authority
- **Tim Church**, Director of Communications, Washington State Dept. of Health
- And see more on the [website!](#)



---

## 9<sup>th</sup> Annual British Columbia Geriatric Services Conference

# Dialogue on Aging

• Latest Research • Best Practices • Legal Matters • Ethical Issues •

### Presented by



TAPESTRY FOUNDATION  
for Health Care

SENIORS CARE | HOSPITAL CARE | PHYSICAL REHABILITATION

**Friday, October 14, 2011**

**Vancouver Convention Centre**

**999 Canada Place, Vancouver**

This popular annual conference brings together researchers, clinical practitioners, as well as legal and ethical experts to discuss a number of "hot topics" from various perspectives in plenary sessions, workshops, poster presentations, and general networking opportunities.

Topics this year include the latest research and best practices related to dementia and other mental illness, osteoporosis, medications (including antipsychotics), risk and safety concerns, elder abuse, as well as legal matters for advance planning.

The Dialogue on Aging program will be of interest to health care leaders and all members of interdisciplinary teams.

For more information about Tapestry Foundation and the Conference, or to register online visit [www.tapestryfoundation.ca](http://www.tapestryfoundation.ca)



#### Strategic Partner: HCLABC

The HealthCare Leaders' Association of BC (HCLABC) is known for professional education and its well-renowned Leadership Conference in October. EHL has a strategic partnership with HCLABC. Also, students receive a discounted rate for membership. Visit their site [here](#). EHL would like to thank HCLABC for its support!



## Job Postings

1. [Leader, Practice Transition \(FHA\)](#)
2. [Managing Consultant, Client Relations \(FHA\)](#)
3. [Senior Consultant, Strategic Transformation Support—Pharmacy Services \(FHA\)](#)
4. [Director, Information Support & Research \(Interior Health\)](#)
5. [Corporate Manager, Performance Measurement and Reporting \(PHSA\)](#)
6. [Process Improvement Specialist \(PHSA\)](#)

## Innovative Applied Health Leadership

**Dean, Health Sciences**  
**Vancouver Community College**  
Vancouver, BC



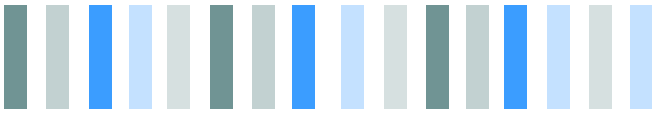
Vancouver Community College (VCC) is one of the most successful and longest serving colleges in Vancouver. With an annual budget of over \$100 million, VCC has 26,000 students, two urban campuses, three dozen satellite locations, 150 programs, and employs 1,370 people. With the appointment of a new President, the College is entering an exciting phase of repositioning and transformation. VCC is a leader in training British Columbians for careers in health offering a Baccalaureate degree in Nursing and is the only public college in BC to offer certain health programs such as medical lab tech and dental lab tech.

As Dean, Health Sciences, you report to the VP Education & Student Services, and as a member of the College Leadership Team, you will provide strategic leadership to all aspects of the School including strategic planning, academic development, and administration. Develop new and market driven programs that meet the needs of both students and tomorrow's employers. Act as a major liaison between the College and its many partners.

The ideal candidate is in an academic leadership role delivering health science programs. Alternatively you are a Masters qualified senior healthcare professional with an administrative leadership background in nursing, lab, pharmacy, OT/PT or a provincial program. Entrepreneurial and innovative, you bring a vision to develop industry partners and government linkages that will increase the profile, quality and variety of programs.

To explore this exciting opportunity further, please contact Barbara Morrison, Barbara Quelch or Lisa Kershaw, Odgers Berndtson, in our Vancouver office at 604-685-0261, or please submit your resume and related information online at [www.odgersberndtson.ca/en/careers/10256](http://www.odgersberndtson.ca/en/careers/10256).

[Back to Top](#)



---

## EHL Executive Positions Available



EHL-Vancouver is growing very quickly and requires a Finance Coordinator and Executive Assistant to support its activities. If you're interested in volunteering your time, learning more about EHL-Vancouver, working hard, and having fun, one of these positions may be just for you!

### Finance Coordinator

The Finance Coordinator will be responsible for preparing, monitoring, and managing the budget, reporting the financial position of EHL, developing and implementing a strategy for corporate sponsorship, creating innovative fundraising ideas, and playing an integral role in maintaining and growing EHL's financial position.

### Executive Secretary

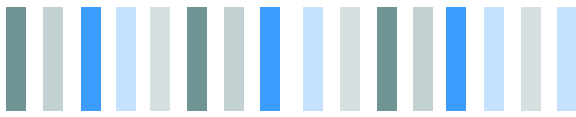
The Executive Secretary will provide administrative support to the EHL Executive. This role involves organizing meetings, special events, preparing minutes, maintaining a centralized repository of documents, and providing project management support and other administrative duties as required.

If interested, please apply to:

[EHLVancouver@emerginghealthleaders.ca](mailto:EHLVancouver@emerginghealthleaders.ca)

**Sartre Jean-Gilles & Zahida Esmail**

**EHL Vancouver Co-Chairs**



# Emerging HealthLeaders

## EHL Library



### Podcasts

1. [Honest signals. How they shape our world. An interview with Sandy Pentland](#)
2. [Right of first refusal—Part 2](#)

### Webinars

1. [Change management, some things can't be delegated](#)

### Blogs

1. [HBR: Seeing yourself as others see you](#)

### Videos

1. [Longwoods: It's all about the patient. Three points of view](#)

### Readings

1. [HBR: How to hang onto your high potentials](#)
2. [HBR: To fix healthcare, ask the right questions](#)
3. [HBR: Tapping the power of social networks](#)
4. [CHCM: Patient centered care— a conceptual model and review of the state of the art](#)
5. [CHCM: Policy options to encourage shared patient-](#)

[physician decision making](#)

6. [CHCM: Guide to reducing unintended consequences of electronic health records](#)

7. [A big divide](#)

## UBC Centre for Health Care Management Upcoming Seminar

# Creating Safety in an Emergency Department

With Dr. Garth Hunte

**Free Seminar and Webcast**

**Date: Tuesday, October 18, 2011, 8:00 – 9:00 am PST**

[Register now!](#)

What is safety, and how is it created in complex systems? In this session I share findings from an inquiry conducted at an inner city, tertiary care emergency department in which I explore how practitioners and staff create safety in patient care in everyday practice. I emphasize storytelling, resil-

ience and practical wisdom as means to enhance patient safety, and point to operational and system implications.



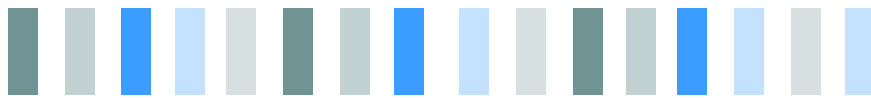
Centre for  
**Health Care  
Management**

Event cosponsored by [CCHL BC Lower Mainland Chapter](#)



CANADIAN COLLEGE OF  
HEALTH LEADERS  
COLLÈGE CANADIEN DES  
LEADERS EN SANTÉ

[Back to Top](#)



## **Networks Leadership Symposium 2011 – Royal Roads University (Victoria, BC)**

**Registration is now open!**

Royal Roads University's Centre for Health Leadership and Research and the Collaborative Networks of North America invite you to register to participate in this year's Networks Leadership Symposium at Royal Roads University in beautiful Victoria, British Columbia!

### **Inter-organizational Networks: Learning, Leading, and Lasting from a Life Cycle Perspective**

This two-day symposium focuses on the concept of the life cycle of networks - birth, growth, maturity, and death/transformation. Specific emphasis will be placed on learning about networks, leading and managing networks, and creating the conditions for lasting sustainability of networks.

Registration fees include plenary sessions and facilitated small-group breakout sessions, breakfast and lunch, refreshments and networking opportunities.

There are only 100 seats available so plan to attend in November. Also please feel welcome to forward this invitation to your own networks!

For symposium details and registration/accommodation information please visit [here](#)

---

## **Building Your Brand - EHL Event Wednesday, September 21st**

**5:30 to 7pm**

**This event was sponsored by Deloitte**

Speakers: Patti Telford & Sartre Jean-Gilles



If you want to refresh your memory or if you missed the session and want to find out about the fabulous presentation, [here](#) are the slides!



#### EHL Executive Members:

Sartre Jean-Gilles,	Co-chair
Zahida Esmail,	Co-chair
Karen Salamat,	Mentorship
Victor Liu,	Mentorship
Nisha Esmail,	Membership
Devon Poznanski,	Membership
Anureet Sohi,	Communications
Jessica Pan,	Events
Alison Kong,	Events

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”*

## Membership

*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.



Friend on Facebook



Follow us on Twitter



Stay connected with LinkedIn



Forward to a Friend

[Back to Top](#)

