Dorothy M. Wylie Nursing Leadership Institute

“Our ability to achieve our highest potential at work now rests on the relationships we create.”
— Jill Janov, The Inventive Organization: Hope and Daring at Work

INSTITUTE #12
May 22 to 26, 2007
with the following session on
October 26 & 27, 2007

INSTITUTE #13
October 9 to 13, 2007
with the following session on
January, 2008
(date to be confirmed)

FEATURING SPECIAL GUEST SPEAKER
BARRY POSNER | The Five Practices of Exemplary Leaders
Co-author of The Leadership Challenge (Kouzes & Posner), which was named book-of-the-year by the American Council of Health Care Executives, received the Critic’s Choice Award from U.S. book review editors, has sold more than 1.3 million copies, and has been translated into more than 15 languages. Co-winner of the prestigious International Management Council’s award in 2001 for the US top management and leadership educators.

Initial seed funding for the Dorothy M. Wylie Nursing Leadership Institute was generously provided by the Nursing Secretariat of the Ontario Ministry of Health and Long Term Care.

SPONSORS

www.dwnli.ca
Participants at previous Institutes are unanimous in their support for the program and the seven day learning experience.

Why you should participate in this exciting, leadership opportunity.

What we are working to accomplish

- Promote the assessment, acquisition and development of a set of core leadership competencies appropriate to the times and settings in which nurse leaders practice.
- Support participants to apply concepts in real life situations through reflective learning.
- Allow for individual and group assessment of leadership skills and areas for development.
- Identify emergent leaders and begin a concrete and deliberate process for nurturing their development.

Valuable Outcomes for you

- You will gain a deeper understanding of the competencies of leadership and their application to nursing practice.
- You will better position yourself and your organization to succeed as a leader in tomorrow’s complex environment.
- You will get an inside perspective on how others use leadership competencies to create positive results.
- You will develop a powerful set of practical tools that you can immediately put to work.
- You will develop lasting relationships with other nurse leaders across the country.

“Valuable Outcomes”

"A phenomenal venue for gaining and sharing leadership theory and passion." – Helga Bryant, Vice President and CNO, Winnipeg Health Sciences Centre.

Our Outstanding Faculty Have Included:

Judith Shamian, RN, PhD
Judith Shamian is the President and Chief Executive Officer of VON Canada. A dynamic and internationally respected leader in health care and nursing, Judith was previously the Executive Director of the National Office of Nursing Policy from its inception in 1999. A Professor at the University of Toronto, Judith’s research focuses on healthy workplaces and healthy workforce issues, health care reform, leadership and health policy development. She has served on numerous boards and committees and is Past-President of the Registered Nurses Association of Ontario.

Heather K. Spence Laschinger, RN, PhD
Heather Laschinger is Professor and Associate Director Nursing Research at the University of Western Ontario, School of Nursing, Faculty of Health Sciences in London Ontario. Her research interests include workplace empowerment in nursing work settings and the impact of working conditions on nurses’ health and behaviours. Since 1992 Heather has been Principal Investigator in a program of research designed to investigate nursing work environments using Rosabeth Moss Kanter’s organizational empowerment theory.

Linda McGillis Hall, PhD
Linda McGillis Hall is an Assistant Professor in the Faculty of Nursing, University of Toronto and a co-investigator with the Nursing Health Services Research Unit. Her research interests relate to determining the outcomes of nursing practice and the quality of the work environment for registered nurses. Linda has received a Career Scientist New Investigator award from the Canadian Institutes of Health Research (CIHR) and has developed a research program aimed at studying different nursing staff mixes, the outcomes and quality of work life/work environment for nurses, and the skills and knowledge needed for nurses to work effectively and efficiently. She is currently leading the development of the nursing component of Hospital Reports in Ontario. Linda has recently received a Premier’s Research Excellence Award.

Linda O’Brien-Pallas, RN, PhD
Linda O’Brien-Pallas is the Canadian Health Services Research Foundation and Canadian Institutes of Health Research National Chair in Nursing Human Resources. She is also the Co-Principal Investigator of the Nursing Health Services Research Unit, and a Professor at the Faculty of Nursing, University of Toronto. Linda is a member of the Canadian Nursing Advisory Committee and the Board of Directors of the Canadian Nurses Association.

Rick Lash, PhD
The single most powerful lever for achieving organizational change is effective leadership. The starting point lies in the leader’s own personal transformation. Rick Lash will take us on a journey of leadership transformation, walking us through the stages of personal leadership growth and describing why it is true that leaders must first identify and develop their own passions and skills for learning before they embark on the road towards personal leadership discovery. Only by undergoing the trials and challenges along the way can leaders learn to adopt the new behaviours and identity that inspires others to do great things.

Diane Doran, PhD, RN
Diane Doran is a Professor in the Faculty of Nursing, Associate Dean of Research and International Relations, and a co-investigator with the Nursing Health Services Research Unit, Faculty of Nursing and co-investigator of the Patient Safety Research Cluster, at the University of Toronto. She is a recipient of the Premiers Research Excellence Award, the Canadian Association University Schools of Nursing Award of Excellence in Nursing Research and the Dorothy Pringle Research Excellence Award from the Lambda Pi Chapter of Sigma Theta Tau International. The foci of her research are the evaluation of methods for improving the quality of health care, the design and measurement of nursing sensitive patient outcomes, health care teams, and innovations in patient safety.

“Valuable Outcomes”

“Why you should participate in this exciting, leadership opportunity.”

“Participants at previous Institutes are unanimous in their support for the program and the seven day learning experience.”

“A truly remarkable experience! The energy and desire to work towards a better future that developed between the experienced and emerging leaders reminded me of why I chose nursing as a life long career.”

Barbara Oke, Executive Director, Office of Nursing Services First Nations & Inuit Health Branch
An overview of your learning experience.

- Program subject to change -

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<tr>
<th>TUESDAY</th>
<th>WEDNESDAY</th>
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| Registration 8:00 – 9:00 am | Welcome & Introduction  
• Overview of Program Framework  
• Tribute to Dorothy Wylie  
• Small Group Intro exercise  
• Myers Briggs Type Profile | Leadership Competencies  
Barry Posner  
• Personal Leadership Bests  
Kouzes & Posner’s Five Practices | Culture of Nursing Excellence – The Vision  
• What comprises Nursing Excellence?  
• Building a Vision and a Culture of Nursing Excellence | Emotional Intelligence  
HayGroup – Rick Lash  
• Emotional Intelligence  
• Personal EI Leadership Journey | Community Dialogue |
| Welcome | Leadership Competencies  
Barry Posner | Culture of Nursing Excellence – The Plan  
Heather Laschinger | Personal Leadership Development Plan | Evidence as a Tool to Optimize Outcomes  
Linda O’Brien Pallas, Diane Doran & Linda McGillis-Hall  
• Quality of Worklife – the Research and the Strategy | Community Dialogue |
| Lunch | Building Leadership Competency  
Barry Posner  
• Participants’ LPI’s  
Building Leadership Competencies | Culture of Nursing Excellence – The Plan  
Heather Laschinger | Personal Leadership Development Plan | Positioning for Success in your Workplace  
• Personal Leadership Practice  
• Home-based Project | Opening & Reconnecting |
| Lunch | Lunch | Lunch | Lunch | Lunch | Complex Science and Leadership Practices |
| Introduction to Change Leadership  
Home-based Project: Focus the project  
• Intro  
• Dyad work  
• Individual appointments | Building Leadership Competency  
Barry Posner | Culture of Nursing Excellence – The Plan  
Heather Laschinger | Personal Leadership Development Plan | Positioning for Success in your Workplace  
• Personal Leadership Practice  
• Home-based Project | Opening & Reconnecting |
| Fitness Option | Fitness Option | Fitness Option | Fitness Option | Travel home | Travel home |
| Reception & Dinner | Dinner | Dinner | Dinner | Travel home | Travel home |
| Home-based Project: Networking & Diagnostic | Social Evening | Home-based Project: Being Strategic | Home-based Project: Managing the Project | Travel home | Travel home |

**Kathleen M. MacMillan, RN, MA, MSc, PhD**

Kathleen MacMillan is currently the Dean of Health Services at Humber College in Toronto. Kathleen’s varied nursing experience spans clinical practice, education, administration, policy and research. She was the first Provincial Chief Nursing Officer for Ontario from 1999-2001, and in this role she led the implementation, monitoring and evaluation of the province’s Nursing Strategy and Nursing Task Force recommendations. Most recently, Kathleen was the Executive Director, First Nations & Inuit Health Branch of Health Canada.

**Mike Villeneuve**

Mike Villeneuve is Senior Nurse Consultant at the Canadian Nurses Association, where he leads the “Toward 2020” futures project. Mike has worked in the health care system for more than 25 years, holding positions as Staff Nurse, Outpost Nurse, Clinical Instructor, Lecturer and Clinical Nurse Specialist, ICU Patient Care Manager and Research Coordinator at the University of Toronto Nursing Worklife Research Unit.

“Retention is primarily a leadership issue, one that focuses on vision, and creating a high-trust culture that is both challenging and meaningful...”

*Stephen Covey*
THE INSTITUTE FOR LEARNING
Our Home For The Week

Our home for both the week and the follow-up session is the Bank of Montreal’s Institute for Learning. The facility provides a superb learning environment, ideal for the skill development our Institute process will develop. The seminar rooms are outstanding and your private hotel-style accommodation is First Class! There is a fully-equipped Wellness Centre featuring an indoor pool, exercise equipment, a gymnasium and a whirlpool. Evenings can be spent in the Social Centre to make your stay at the Institute a memorable experience.

Our Program Leaders

The facilitators for the Institute are a team of outstanding nurse leaders with extensive experience dealing with nursing leadership challenges.

Beverley Simpson, RN, MSN, CMC is a nurse and an organizational consultant specializing in People, Teams and Systems development in health care agencies. She has broad experience in staff, management, education and project leadership roles, teaching appointments at two universities, and a wide-ranging network of collegial relationships that sustain her practice and her learning. Bev has developed in-depth knowledge and expertise in creating successful change initiatives, building strong motivated teams and coaching for leadership. Bev works with many health care agencies seeking innovative solutions to complex practice and organizational issues.

Judith Skelton-Green, RN, MSN, PhD, FCCHSE, is an organizational consultant with a broad background in professional nursing, nursing education and health service administration. She has more than 30 years of nursing leadership experience in widely varied health and educational settings. During her career, she has developed and implemented innovative solutions in start-up, rationalization, transition, and downsizing situations. Judith is a frequently sought speaker and workshop facilitator, particularly by nursing groups.

Julia Ann Scott, RN, MBA is a health care professional with 20 years experience in consulting and nursing management, specializing in organizational and financial analysis, business process redesign, leadership development and change management across the health care continuum. She is President of Clarendon Enterprises Ltd, a boutique consulting firm. In addition to her extensive consulting career, Julia has held senior positions within the health field, including Vice President Patient Services of a large community hospital. She is a Registered Nurse, holds a Bachelor of Arts from McGill University, a Master of Business Administration from the University of Western Ontario, and is a Certified Management Consultant.

“The Institute For Learning”

Our Home For The Week

“I have never before felt such camaraderie with nurses from every educational background. This week has had a profound impact on me and I feel very privileged to have been a part of it.” – Wendy J. Gould (Director of Nursing, New Brunswick Regional Hospital Centre)

Certificate

Program participants will receive a Certificate from the Faculty of Nursing, University of Toronto upon successful completion of the two program components.

DMW-NLI has signed a Strategic Alliance with CCHSE, which provides the following benefits to DMW-NLI graduates.

- For individuals who meet the eligibility requirements and wish to pursue their Certified Health Executive (CHE) status: a reduced fee; 10 MOC II credits & the possibility of using the home-based project as the basis for one of Self-Directed Learning papers.
- For individuals who already hold the CHE/FCCHSE designation, 10 MOC II credits.

Administration and Logistics provided by: First Stage Enterprises

Additional Information:
Nursing Leadership Institute
1185 Eglinton Avenue East, Suite 104
Toronto, ON M3C 3C6
416-426-7029
Email: info.leader.institute@firststageinc.com
Website: www.dwnli.ca
Organization: _____________________________________
Mailing Address:______________________________________
Contact Person:_______________________________________
Title:________________________________________________
Email:________________________________________________
Phone:_______________________________________________

Participants:
1. Name ____________________________________________
   Title/role__________________________________________
   Phone ___________________________________________
   Specific address if different than above _____________
   __________________________________________________
   Email ____________________________________________

Please copy for additional registrants.

REGISTRATION FEE: $3,500.00 + $210.00 GST = $3,710.00 PER PERSON (GST: 86194-3751)
• Total deposit of $500.00 per person is required to hold your places.

☑ Cheque enclosed, payable to Nursing Leadership Institute.
☑ Visa Account # ___________________________
   Expiry _________  Signature ________________________
☑ Master Card Account # _________________________
   Expiry _________  Signature ________________________

YES please reserve a place for us!

NURSING LEADERSHIP INSTITUTE
MAY 2007

Please see reverse for important information
• We have a limited number of spaces so registration will be on a “First Come-First Served” basis.

• You **must** register at least 2 individuals — an established leader and a emergent leader. The program is designed to enable this dyad to optimize all aspects of the relationship between established leaders and those who aspire to the role. It is preferable, **but not mandatory**, that these individuals be from the same organization.

• The registration fee of **$3,500.00 per person** will cover all costs (tuition, materials, all meals, and accommodations) for both the five day Institute in May or October, 2007 and the subsequent weekend integration session in October, 2007 or January, 2008.

• All sessions, meals and your hotel-quality accommodations will be at the Bank of Montreal’s Institute For Learning in Toronto. Institute attendees are expected to live in residence for the Institute.

A LIMITED number of bursaries are available for small or emerging organizations whose budgets are not able to support this level of leadership development program costs.

These bursaries are available on a first come first served basis, and provide a 50% discount on the registration fees. Please contact the Institute office at the address below for bursary application forms.

### CANCELLATION FEES

We must make early deposits to the host facility to secure your rooms. Therefore, the following cancellation clauses apply:

• If you cancel between 4 and 7 weeks prior to your start date – Cancellation Fee: **$1500.00 PER PERSON** applies.

• If you cancel between 2 and 4 weeks prior to your start date – Cancellation Fee: **$2500.00 PER PERSON** applies.

• If you cancel within 2 weeks prior to your start date – **NO REFUND** applies.

*NOTE: Individuals can be substituted at any time without penalty.*