



Dorothy Wylie Nursing Leadership Institute

Spring Newsletter 2009

Dear Colleagues

We hope that the spring flowers are beginning to emerge where you live, and that this season of promise brings good things your way. We thought it was timely to touch base, and catch you up on a few things that may be of interest to you.

Tough Economic Times

We're hearing numerous reports of cut-backs in the health field these days as organizations struggle to balance their budgets under the current fiscal constraints, and individuals' jobs and near-to-the heart programs, projects and services are affected. As you will know from an earlier message, DMW-NLI and HLI enrollments were down as well, and we took the difficult decision to offer a single combined institute in 2009 (running May 19-23, with the follow-up session November 7-8). We hope that this will be a one-year hiccup, but in the meantime if you know of anyone wanting to attend, please let them know that there are a few spaces still available. Please visit the <http://www.dwnli.ca> for more information.

'Downstream' Leadership Research Project

The DMW-NLI and HLI are delighted to have been invited to take part in an important and exciting research project being conducted by the Centre for Health Leadership and Research at Royal Roads University, Victoria, British Columbia.

This research focuses on the 'downstream' experiences of individuals who have received leadership development opportunities within the last few months, for example the impact of leadership development programs on participants' leadership behavior after they return to their place of work, and are particularly interested in assessing how participants' leadership activities are received, or taken up by, the home organization, and ultimately what impact those actions may actually have at an organizational level.

Participants are being invited from several organizations that offer distinct forms of leadership training. By including participants from different programs a systematic comparison of different leadership development strategies will be conducted. Analysis of these downstream experiences will help to assess the longer-term organizational impact of these leadership development programs. This will make it possible to assess the broader and more complex issue of whether leadership development programming can have a significant, lasting impact on organizational performance.

Participants in DMW-NLI 14 & 15 and HLI 4 have been invited to participate.

CHE Strategic Alliance

We're delighted to report that several alumni from both the nursing and Health Leaders institutes have taken advantage of our Strategic Alliance with the Canadian College of Health Service Executives. Learn more here: <http://dwnli.ca/CCHSE.html>.

Organization-Based Activities

As facilitators, we have believed for some time that there are ways in which employers can further leverage the investment they have made in our institutes. Some organizations have taken concrete steps in that direction; here are a couple of examples:

- Annapolis Valley District Health Authority (AVDHA), Nova Scotia. Over the years, AVDHA has sent a number of participants to both institutes. Three years ago, the organization made the decision to adopt Kouzes and Posner's five leadership practices as its formal leadership model. They were interested in using the model to enhance a healthy workplace culture. Since that time, Bev and Judith have been working with AVDHA to make this a reality. Three one-day workshops on the K&P framework have been offered, and almost all people in leadership positions have attended. Two groups of change champions have undertaken additional development work, 360 LPI assessment and self-reflection in order to prepare them to be internal promoters and supporters of the model throughout the organization. And, later this month a small group of internal leaders will be supported to take the lead in future workshops and training.
- Julia, Bev & Judith have developed a customized internal leadership development program, using the Kouzes and Posner framework and leadership practices. The program, currently underway in a **Toronto** hospital, is tailored to organization specific strategy and corporate priorities and involves an integrated set of learning experiences including 360 degree assessment, individual goal setting, **leadership coaching** and an on-the-job learning project.
- Early plans are in the works to offer an organization-based diagnostic and planning intervention to employers who have sponsored numerous participants to the institutes over the years, to assist in identifying how – specifically – they can use the combined knowledge and skill of their graduates to provide richer leadership in their organizations.

And finally ... Words of Wisdom from a Wise Lady

Following are some quotes from Eleanor Roosevelt, who must have been a very wise lady indeed.

- Many people will walk in and out of your life, but only true friends will leave footprints in your heart.
- To handle yourself, use your head; to handle others, use your heart.
- Anger is only one letter short of danger.
- Great minds discuss ideas; Average minds discuss events; Small minds discuss people.
- He who loses money, loses much; He who loses a friend, loses much more; He who loses faith, loses all
- Learn from the mistakes of others. You can't live long enough to make them all yourself.
- Yesterday is history. Tomorrow is mystery. Today is a gift.

With our best wishes for your today's and tomorrows,

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