



CO-LEADERSHIP TRAINING AT UHNBC

Develop leadership skills
Address complex challenges
Lead transformation

The Prince George Medical Staff Physician Association has partnered with Northern Health, the SSC (Physician Quality Improvement, Facility Engagement), the RCCbc and Prince George Community CME to offer a unique leadership education opportunity right here in Prince George.

WHAT TO EXPECT

- A comprehensive, two year commitment, focused on practiced-based leadership development designed specifically for healthcare leaders..
- Elements of the curriculum will be co-created with the learning cohort to ensure real-world relevance.
- The first cohort will consist of 30 peer or self nominated members equally divided between physicians and staff.

Topics Include:

- Health and Wellness/Mindfulness
- Crucial Conversations/Managing Difficult Conversations
- Workplace Conduct/Managing Unprofessional Behaviour
- Engaging Others
- Cultural Safety and Humility
- Insights Discovery: Understanding Self and Peers
- Just Culture: Emphasizing a Culture of Improvement
- Meeting Management
- Influence and Advocacy
- Leadership Begins with Self-Awareness
- Team Dynamics and Performance
- Leading Change
- Conflict Management

We seek to promote diversity and encourage applicants from all backgrounds, areas, and experience.

For further information, please contact:

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ADDITIONAL INFORMATION

- Training will consist of 8, quarterly 2-day (Fri, Sat) sessions delivered in-person in Prince George beginning October 2022.
- You must commit to attending all of the dates.
- CME credits and physician reimbursement for lost clinical time will be offered. Staff will work with managers to ensure compensation for their time.
- Successful applicants will be informed in mid June 2022

PRINCE GEORGE HEALTH SERVICES: LEADERSHIP TRAINING AND DEVELOPMENT

We are very excited that you are interested in joining a cohort of physicians and staff for Leadership Training and Development. Participants in this program will engage in a network with other physician and staff leaders to develop the skills and competencies to see, understand, and influence complex challenges. This comprehensive, practice-based program seeks to develop and motivate healthcare providers who aspire to transform the Prince George healthcare system.

PARTICIPANT COMMITMENT AND EXPECTATIONS

As Northern physicians and staff, we recognize and respect how busy you are and how valuable your time is. Leadership development is a commitment; it requires you to take time away from your day-to-day work. However, the benefit that comes from stepping away and reflecting on your work cannot be understated. Reflective practice is paramount to growth and development.

As a member of a select cohort of new and aspiring leaders in Prince George, you will come together for 8 sessions over a two-year period. Each session will be face-to-face and take place over two days. Please note: **It is imperative that you commit to all of the dates shown below in order to attend the program.**

SCHEDULING AND COMPENSATION

Our colleagues at Interior Health created an advisory group with participants from the education sessions to help plan the next session. Sessions were planned three months at a time. We will create a similar group following our first session in October 2022. Representatives will include cohort members, Facility Engagement, Northern Health (administration and medical leadership), Physician Quality Improvement, and Prince George CME.

The results of the UHNBC Medical Staff Survey were used to plan the sessions outlined here and provide a general roadmap. However, the advisory group will guide the development of the agendas. The following draft has yet to be confirmed with exact times and speakers.

CME credits and physician reimbursement for lost clinical time will be offered. Similarly, staff will work with their managers to schedule time and ensure compensation.



PROGRAM DATES

The team will work closely with participants to find a time that will work with busy schedules. The dates will always be Friday and Saturdays.



Session

Dates & Times

The Health Care System Leadership Begins with
Self Health & Wellness

October, 2022
Friday October 14 08:00 - 16:30
Saturday October 15 08:00-16:00

Leadership Starts with Self
Leading Change

January 2023
Friday 08:00 - 16:30
Saturday 08:00-16:00

Just Culture

April 2023
Friday 08:00 - 16:30
Saturday 08:00-16:00

Cultural Safety & Humility

October 2023
Friday 08:00 - 16:30
Saturday 08:00-16:00

Influence & Advocacy
Crucial Conversations

January 2023
Friday 08:00 - 16:30
Saturday 08:00-16:00

Leading Effective Meetings
Conflict Management

April 2024
Friday 08:00 - 16:30
Saturday 08:00-16:00

Developing & Leading System Improvements
Working in Co-leadership

June 2024
Friday 08:00 - 16:30
Saturday 08:00-16:00

Wrap-up
Graduation

September 2024
Friday 08:00 - 16:30
Saturday 08:00-16:00