



LEAD SELF

Self-motivated leaders...

Are self aware

They are aware of their own assumptions, values, principles, strengths, and limitations.

Manage themselves

They take responsibility for their own performance and health.

Develop themselves

They actively seek opportunities and challenges for personal learning, character building, and growth.

Demonstrate character

They model qualities such as honesty, integrity, resilience, and confidence.



ENGAGE OTHERS

Engaging leaders...

Foster the development of others

They support and challenge others to achieve professional and personal goals.

Contribute to the creation of healthy organizations

They create engaging environments where others have meaningful opportunities to contribute and ensure that resources are available to fulfill their expected responsibilities.

Communicate effectively

They listen well and encourage open exchange of information and ideas using appropriate communication media.

Build teams

They facilitate environments of collaboration and cooperation to achieve results.



ACHIEVE RESULTS

Goal-oriented leaders...

Set direction

They inspire vision by identifying, establishing, and communicating clear and meaningful expectations and outcomes.

Strategically align decisions with vision, values, and evidence

They integrate organizational missions and values with reliable, valid evidence to make decisions.

Take action to implement decisions

They act in a manner consistent with the organizational values to yield effective and efficient public-centred service.

Assess and evaluate

They measure and evaluate outcomes, compare the results against established benchmarks, and correct the course as appropriate.



DEVELOP COALITIONS

Collaborative leaders...

Purposefully build partnerships and networks to create results

They create connections, trust, and shared meaning with individuals and groups.

Demonstrate a commitment to customers and service

They facilitate collaboration, cooperation, and coalitions among diverse groups and perspectives aimed at learning to improve service.

Mobilize knowledge

They employ methods to gather intelligence, encourage open exchange of information, and use quality evidence to influence action across the system.

Navigate socio-political environments

They are politically astute, and can negotiate through conflict and mobilize support.



SYSTEMS TRANSFORMATION

Successful leaders...

Demonstrate systems / critical thinking

They think analytically and conceptually, questioning and challenging the status quo, to identify issues, solve problems and design and implement effective processes across systems and stakeholders.

Encourage and support innovation

They create a climate of continuous improvement and creativity aimed at systemic change.

Orient themselves strategically to the future

They scan the environment for ideas, best practices, and emerging trends that will shape the system.

Champion and orchestrate change

They actively contribute to change processes that improve health service delivery.

LEADS LEADERS

LEADS capabilities apply to all individuals regardless of role or formal position in the health system.

All leaders – regardless of their role, or position in the health system – must be able to lead themselves, engage others, achieve results, develop coalitions, and lead systems transformation to create the Canadian health system of the future.

For each of the five LEADS domains, ‘leader effectiveness’ differs, depending on the unique attributes of each individual and the context in which the leader exerts influence. In different contexts, capabilities differ in expression.

LEADS creates a culture of distributed leadership, where each person in the system, regardless of position or title, has the necessary leadership skills and feels empowered to exercise leadership when it is required.