Organizational Development: Learning & Development 2013-14

Managers Community Update
October 23, 2013
Health PEI

Vision: One Island Health System Supporting Improved Health for Islanders
Mission: Working in partnership with Islanders to support and promote health through the delivery of safe and quality health care.

Workplaces are safe, respectful and healthy, and teams are resilient.
Leaders are responsive to the current and future health needs of Islanders.

Leadership Development

Framework Project: Leadership Pathways.
Current opportunities:
- PSC / UPEI Cohorts: New Managers (4 HPEI seats) ; Facilitation Certificate (6 HPEI seats)
- Leadership Development Series (Peer to Peer workshops throughout year)
- Leadership in Diverse Work Environments (8 HPEI Seats)
- Nursing Mentorship Project

Resilient Workplaces

Framework Project: Strengthening Workplace Resilience
Currently in place
- Leading Workplace Communities (2nd cohort. 8 Health PEI seats)

Supports and Resources

Manager Resource Center.
HPEI Managers Community. 3-4 times per year.
Leadership Forum. 3-4 times per year
Leadership Summit: (1-2 times per year. Sept. 2013 - Jeffery Ford – “Four Conversations”
LEADS Community of Practice
Projects

- **Leadership Pathways.** *Objectives for 2013-14:*
  - Define the Leadership Framework for Health PEI
  - Define and more consistently implement evaluation, feedback and development planning processes
  - Align learning and development priorities with strategic direction

- **Resilient Workplaces Framework.** *Objectives for 2013-14:*
  - Engage organization on “Living our Values” and implement a “Code of Conduct”
  - Engage organization on “psychological health and safety in the workplace”
  - Define Health PEI approach to improving “psychological health and safety in the workplace”

- **Staff Resource Center** *Objectives for 2013-14:*
  - Former “Manager Resource Center” rebranded as a resource for all staff
  - Streamlined and refreshed
  - Will seek feedback from staff
2013-14 Leadership Learning and Development

• **Health PEI Leadership Cadre:**
  - **ELT:** 2013-14 Theme: Leading Better Access, Better Care.
  - **Leadership Forum:** 2013-14 Theme: Moving Strategy into Action. Themed development sessions at scheduled meetings (Quarterly)
  - **Managers Community:** 2013-14 Theme: Translating Values into Practice

• **UPEI (with PSC):** Facilitation Skills Certificate Program (4); New Managers Series (6)

• **Leadership in Diverse Work Environments** (PEI Health Sector Council) (8)

• **Leading Workplace Communities** (Acadia University) (8)

• **Health PEI:** Leadership Development Workshop Series (Annual Workshop Schedule)

• **Public Service Commission:** Courses about Working in Government 2013-2014 (Annual Workshop Schedule)
<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
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<tbody>
<tr>
<td>13-06-20</td>
<td>Leadership Summit: Our Journey, Our Challenge: Leadership and the new Strategic Direction</td>
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<tr>
<td>13-07</td>
<td>ELT: Leads Self Module</td>
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<td>Oct 2013</td>
<td>ELT: Teams Module</td>
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<td>Nov 2013</td>
<td>ELT: Systems Transformation Module</td>
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<td>Jan. 2014</td>
<td>ELT: Results &amp; Coalitions Module</td>
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<td>Mar. 2014</td>
<td>Leadership Summit (Proposed)</td>
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<td>14-06-20</td>
<td>Leadership Summit The Results Road Map: Celebrating Progress on our Journey</td>
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<td>13-09-06</td>
<td>Leadership Summit: &quot;The Four Conversations&quot;</td>
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<td>13-09-26</td>
<td>LF Conversations to &quot;Move Strategy into Action&quot;</td>
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<td>13-12-05</td>
<td>Moving Strategy into Action: Leadership Standard Work</td>
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<td>13-10-25</td>
<td>CoC, Ethics Framework, Engaging staff on values and ethics,</td>
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<td>Jan 17, 2013 CoC, Workplace Psychological Health and Safety; LWC / Satisfaction metrics; Engaging Staff on team health &amp; productivity</td>
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<tr>
<td>13-09-26</td>
<td>Health PEI Conference</td>
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Contact Us

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• Staff Resource Center (Formerly Managers Resource Center: http://www.healthpei.ca/mrc/)