

Keeping you informed

Leadership Funding For

Fraser Health Senior Level Medical Staff leaders

This program is in recognition of our family of Fraser Health leaders and appreciation of the value of continued leadership development. It is in conjunction with ongoing efforts to ascertain core leadership competencies and identify education initiatives that help fulfill these. The goal is to help create a reliable stream of medical leaders who are willing and able to take on leadership roles to the betterment of patient care and espouse the values of Fraser Health.

\$5000 per fiscal year is available to currently funded senior level Fraser Health administration medical staff leaders to support sessional attendance to select pre-approved courses administered by Fraser Health and/or affiliate.

Criteria

- Funded formal senior level Fraser Health medical staff leaders (e.g RMD, RDH, PMD, RDivH, SMD, EMD).
- Funding cannot be used for:
 - Travel, accommodations, food, course registration fees (alternative sources such as [Doctors of BC SSC scholarship](#) may already exist that support these uses)
 - Where other sources of funding are available to support reimbursement (e.g. PQI)
- Unused funding expires at end of fiscal year and the amount is reset.
- Sessional rates will be at per hour basis, in alignment with [Facility Engagement Sessional Guidelines 2023-2025](#), and may be subject to change.

Pre-approved Fraser Health / Affiliate Courses

- Pursuit
- Clear Leadership
- Clear Caring Courageous Teams
- Political Acumen
- EDGE
- Leading for Engagement
- Medical Leader Group Coaching
- [Sauder Leadership Course](#)

Process

1. Senior level FH Leader identifies potential course-offering and emails medicalstaffhub@fraserhealth.ca to seek pre-approval before sign-up.
2. Once approved, Leader signs up and attends the course.
3. Within 30 days of course completion, Leader submits proof of attendance, invoice for amount of time spent in course and for applicable preparation/post-course work.
4. Maximum submission for each fiscal year is \$5000.



LEADERSHIP DEVELOPMENT FOR MEDICAL LEADERS

Pursuit

6 weeks - online
(1.5 hours per week)

Clear Leadership

8 Sessions:

Feb. 6 Feb. 27 Apr. 2
Feb. 13 Mar. 5 Apr. 9
Feb. 20 Mar. 12

Clear Caring Courageous Teams

Political Acumen

Half day

Edge

Fall, 2024
7 month cohort

Leading for Engagement

12 days spread over 4 months

March start
Sept start

Medical Leader Group Coaching

6 sessions on Teams
(1.5 hours each)

Pursuit is the foundational leadership development program focusing on developing individual self-awareness including managing personal reactivity, increasing collaboration and leadership influence.

Clear Leadership is an experiential course for leaders interested in learning more about building and sustaining effective relationships and partnerships in the workplace. Leadership skills related to self-awareness, communication, curiosity, and conflict are practiced during the course.

This program is open to leaders who have completed Clear Leadership and are willing to sponsor and attend all sessions with their teams. Teams will:

- Build individual and team capacity
- Demonstrate Clear, Caring, and Courageous practices towards self and others
- Improve ways of working together to enhance team effectiveness.

Politically skilled, humane leadership is not a contradiction! Where there is leadership there will be politics. It's about how things get done and through whom, understanding the motivations of others and using this knowledge to influence in ways that enhance one's personal interest and organizational objectives.

Come to learn and share with senior leaders on topics consisting of:

- Leading your team
- Delegation
- Conflict
- DEI & Indigenous Cultural Safety
- Change
- Leading with Data
- Patient Safety & Quality Improvement

Leading for Engagement is designed to support individuals in formal system leadership roles to deepen their effectiveness in leading self, others and the system. This unique program is experiential in nature, consisting of self-reflection and interactive activities. Up to four coaching sessions are made available as part of the program.

An opportunity to interact with other Medical Leaders to foster collaborative partnerships and develop strategies for navigating current challenges. Sessions will be one-hour in length, and will be held online bi-weekly via Teams.



LEADERSHIP DEVELOPMENT FOR MEDICAL LEADERS

Fraser Health Funding for Programs

Sessional funding is available for administrative leaders to attend Fraser Health leadership development courses.

Email medicalstaffhub@fraserhealth.ca for further information on funding criteria, pre-approved courses, and funding process. Please seek funding approval prior to registering if your registration is contingent on accessing funding.

Scholarship Funding - Doctors of BC

Scholarship funding from Doctors of BC:

<https://sscbc.ca/physician-engagement/leadership-training-scholarship>

MyLearning

Email
mylearning@fraserhealth.ca if
you need assistance.

MyLearning is an online learning and engagement platform available to medical leaders to develop skills, share knowledge, and track learning and development which is a requirement to access funding from Fraser Health.

To request access to MyLearning please click [here](#).

For those who have access, login using your FH username and password - then click "Sign in with SSO".

LearningHub

To access LearningHub please go to learninghub.phsa.ca

10 minutes Micro-lessons include:

- Building trust under pressure
 - Conversations that clarify performance expectations
 - Correcting performance problems
 - Everyday coaching assessment
 - Giving needs based feedback
 - Realizing talent in others
 - Shaping a motivational workplace
 - Offering rewards and recognition
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Client Partner for Medical Staff Leadership Development

For more information on any of the above opportunities please contact Gerhard Maynard at gerhard.maynard@fraserhealth.ca