

Medical Leaders Breakfast

October 23, 2023

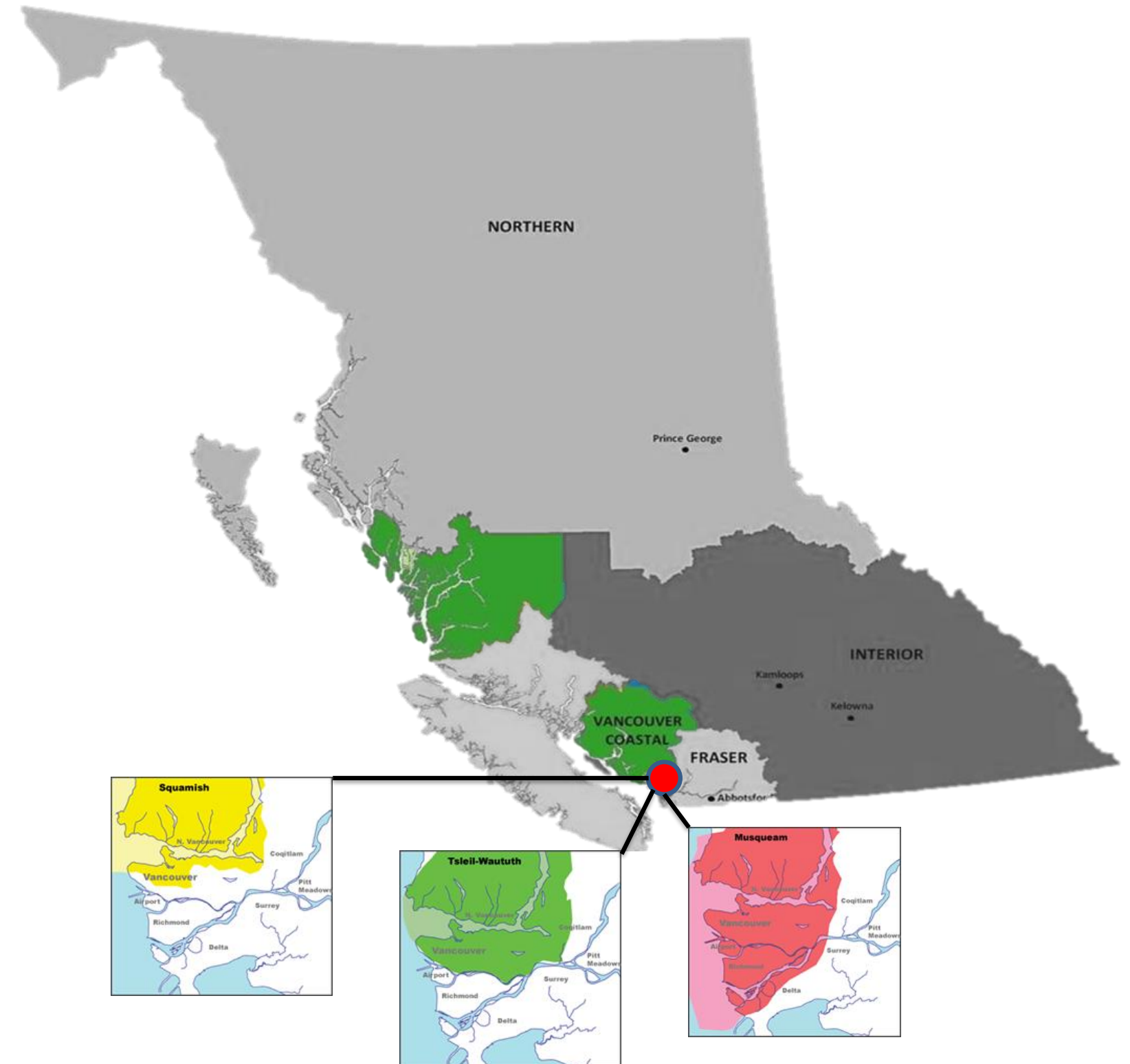
Agenda

Welcome and Territory Honouring	Dr. Chad Kim Sing – Interim Vice President, Medicine, VCH
Opening Blessing	Doctor and Elder Roberta Price
Opening Remarks	Dr. Chad Kim Sing
Common Challenges for Medical Leaders	Kanykei Omorova – Lead, Leadership Development, MQLP
Break	
Psychological Health and Safety	Elizabeth Cordeau-Chatelain – Leadership Coach, People Dr. Ashok Krishnamoorthy – Regional Medical Director, Wellness
Closing Remarks / Evaluation	Dr. Chad Kim Sing

Territory Honouring

We wish to acknowledge that the land on which we gather is the traditional and unceded territory of the Coast Salish Peoples, including the Musqueam, Squamish, and Tsleil-Waututh Nations.

Vancouver Coastal Health is committed to delivering exceptional care to 1.2 million people, including the First Nations, Métis and Inuit in our region, within the traditional territories of the Heiltsuk, Kitasoo-Xai'xais, Lil'wat, Musqueam, N'Quatqua, Nuxalk, Samahquam, shíshálh, Skatin, Squamish, Tla'amin, Tsleil-Waututh, Wuikinuxv, and Xa'xtsa.





FASHION

11 Designers to Know From Vancouver Indigenous Fashion Week

BY CHRISTIAN ALLAIRE

November 29, 2022

Vancouver Indigenous Fashion Week is occurring Nov 20 – 25 QE Theatre



<https://www.vifw.ca>

Opening Blessing



Doctor and Elder Roberta Price

Opening Remarks



Dr. Chad Kim Sing
Interim VP Medicine

Common Challenges for Medical Leaders



Kanykei Omorova
Lead, Leadership Development

Overcoming barriers to Leadership Goals:

- Thriving while managing multiple commitments
- Having a sense of belonging within a leadership community of practice
- Attract and retain in leadership roles
- Role model the four VCH pillars of EDI, ICS, anti-racism and planetary health

of EDI, ICS, anti-racism and planetary health

What does it look like?

Add In not All on

services provided = all location

going individual DEI journey

Diverse Leadership

All 4 pillars Embedded in everything we do.

Embed/Normalize the conversation & language

Respectful listening to all viewpoints

Practically consider all 4 pillars before/while planning program change or goals

What barriers were overcome?

Lack of understanding of the meaning of pillars.

Understanding Hierarchy of Leadership

Education + Normalization

locally sourced materials

self assessments

Why is this needed 4 pillars?

The staff understand the leader's role

Contrarian Viewpoints

will-ness to openly discuss the conflicts/take of's

Fear - of change - of messing up

What were the tools and resources that helped us to get here? (people, training, processes)

need ongoing education (not one & done) & support

- a flex school to do the training

Time + Patience

Leaders from multiple disciplines are included ie - lab medicine

Finding time for
priorities and balance



Engaging and
collaborating with
others



Navigating HHR
shortages



Overcoming Barriers Discussion (June):

- Thriving while **managing multiple commitments**
- Having a **sense of belonging** within a leadership community of practice
- **Attract and retain** in leadership roles
- Role model the four **VCH pillars** of EDI, ICS, anti-racism and planetary health

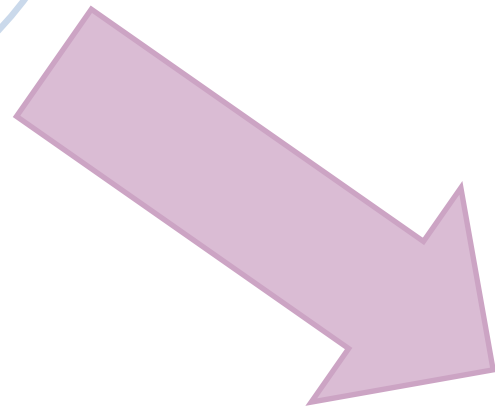
Challenges you submitted (October):

Finding time for priorities and balance

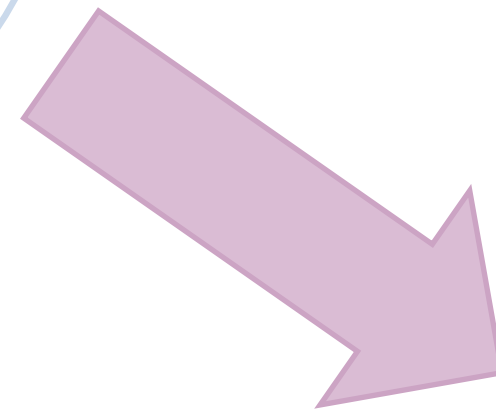
Engage and collaborate with other medical leaders across the organization

Recruit and retain medical staff, navigating HHR shortages in the HA

Overcoming
Barriers



Actionable
Idea



Application



Slido poll

Vote on the topic that you would like to discuss today:

1. Manage multiple commitments, finding time for priorities and balance
2. Engaging and collaborating with staff and other medical leaders across the organization
3. Recruitment and retention of medical staff, navigating HHR shortages in the HA

Crowdsourcing activity

Activity:

1. **Idea Generation** – *write down your idea to address the challenge (2 min)*
2. **Idea Exchange** - *form groups of 4, share your ideas (5 min)*
3. **Vote** – *identify the leading idea for the group (2 min)*
4. **Battle of the ideas** - *merge with another group of 4, share ideas and vote on one (5 min)*
5. **Share back** – *presentation of top ideas to the room. (10 min)*

Criteria for voting

- **Feasibility:** Can the idea be implemented given your resources, time, and environment?
- **Impact:** How long has it been used and proved its effectiveness? Will it last?
- **Applicability:** Can the idea be implemented across all areas of practice?

Break

Nametag:

1 – 6

Table # to return to
following the break

Psychological Health & Safety - The Underpinnings of Power



Eliz Cordeau-Chatelain

Leadership Coach,
People



Ashok Krishnamoorthy

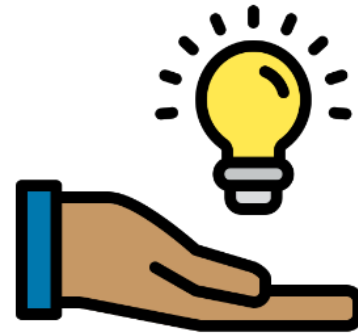
Regional Medical Director,
Wellness

Session objectives



INCREASE

Understanding of the role of power dynamics in PHSW



LEARN

How power shows up in our working lives



EXPAND

Techniques when power is in play



EXPLORE

Your personal power and power lenses

DISCLOSURES

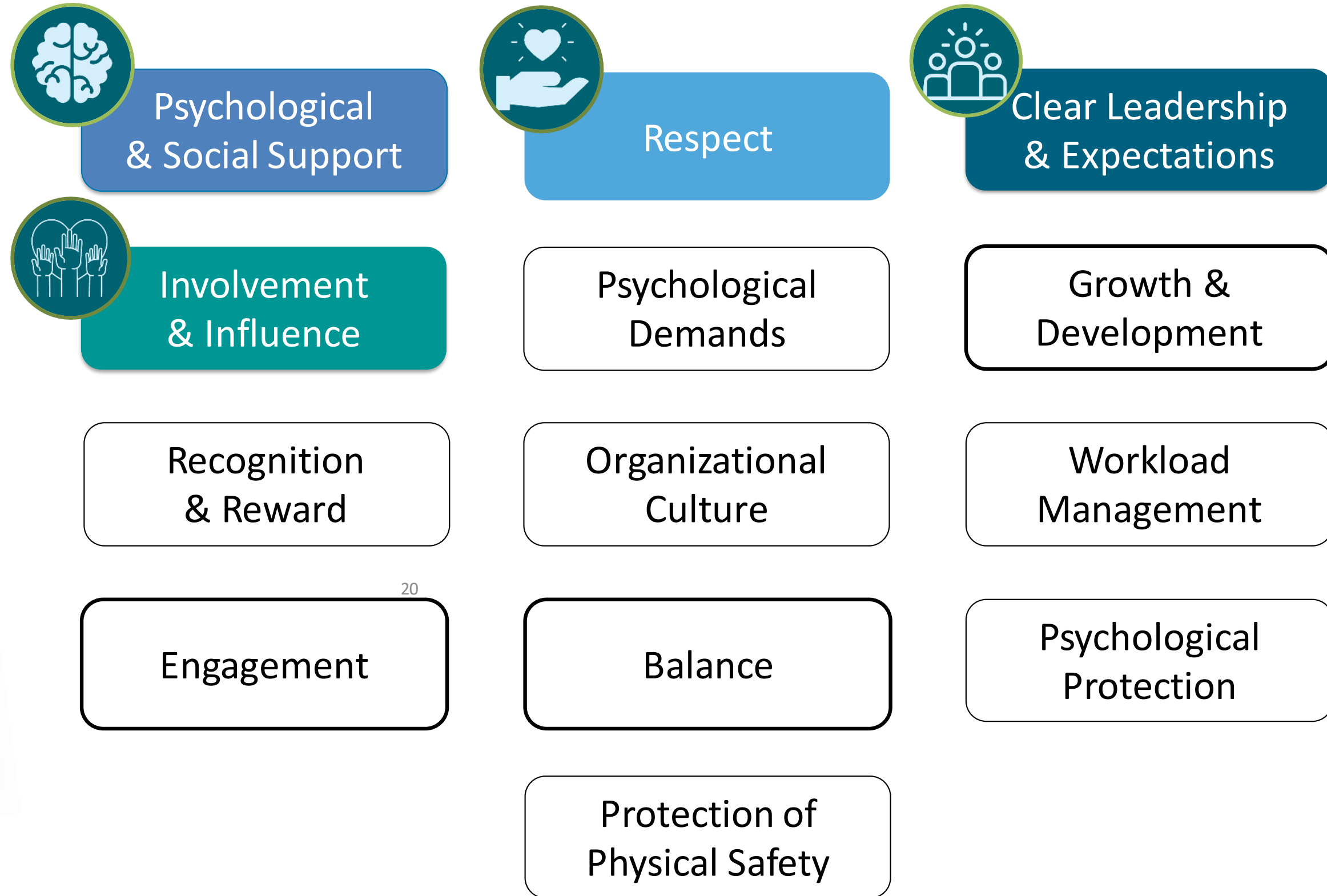
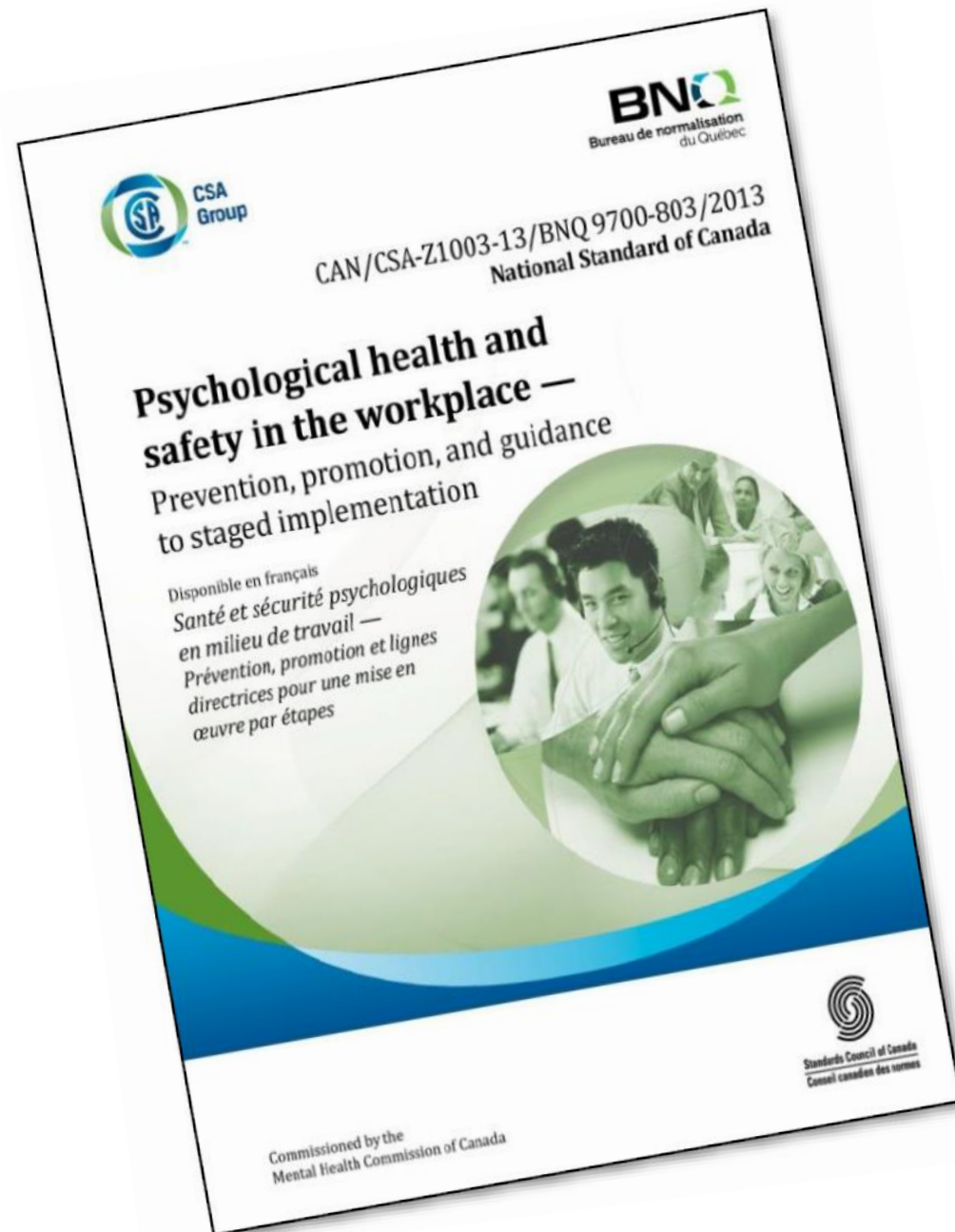
Ashok discloses that he enjoys running and has a stress-busting dog, Aria, a Labrador-retriever.

Elizabeth discloses that she loves poodles, or really any dog for that matter, and could be accused of being a dog stalker. Beware Ashok.

No conflicts of interest to disclose, other than Eliz is doing her doctoral research on this topic, and we want you to connect, learn, share, and contribute this morning.

And maybe have a little **fun**.

National Standard prescribes a culture; power underpins it all



POWER & POSITIONALITY



Why explore power?



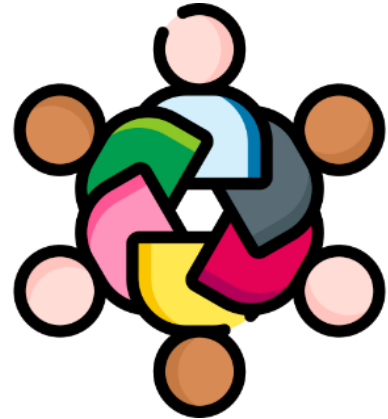
Ethics



Legal/Risk



Results



Equity, Diversity,
& Inclusion

A foundational factor that influences workplace effectiveness, wellness, and culture



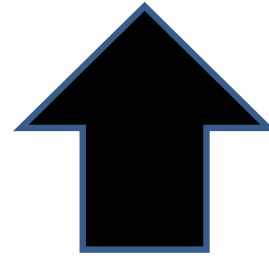
Patient Care



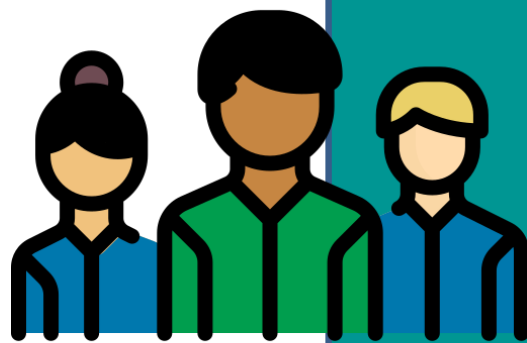
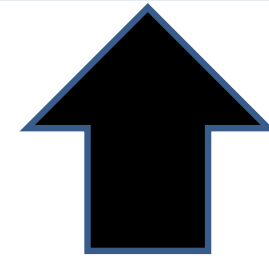
PHSW



Your lenses influence your perception of **POWER** and how you use it



Your identity influences and biases the **LENSES** with which you view the world



Social and political conditions create one's **IDENTITY / POSITIONALITY**
(Race, Class, Gender, Sexuality, Ability, Status, Role, Lived Experience, Privilege)

Slido



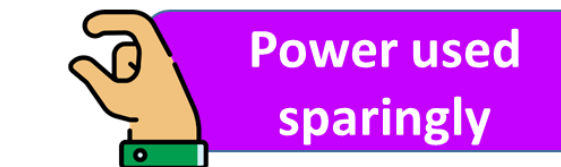
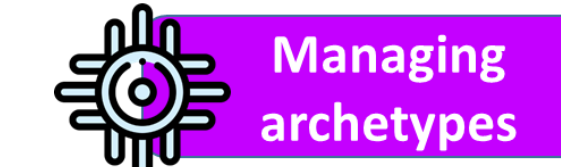
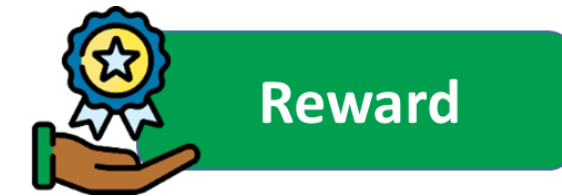
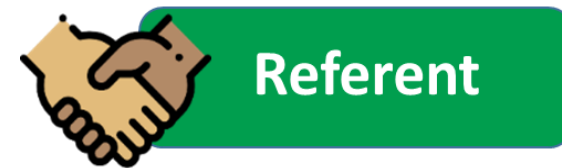
On a scale of 1-10 what understanding do you have of your personal power and positionality at work?

The Power Continuum

Traditional

Modern

Emerging Concepts



"Success is best when it is shared."

Howard Schultz

The Value of Shared Power



Keeps leadership fresh and connected



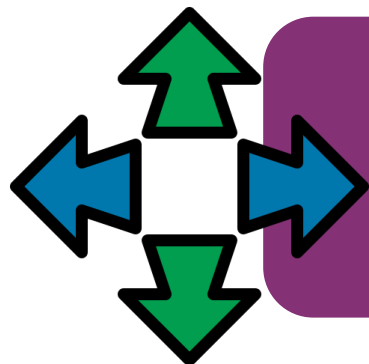
Defuses upper echelons theory gone awry



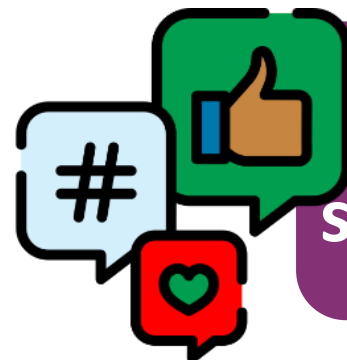
Generates more ideas and better decisions



Psychological safety in teams

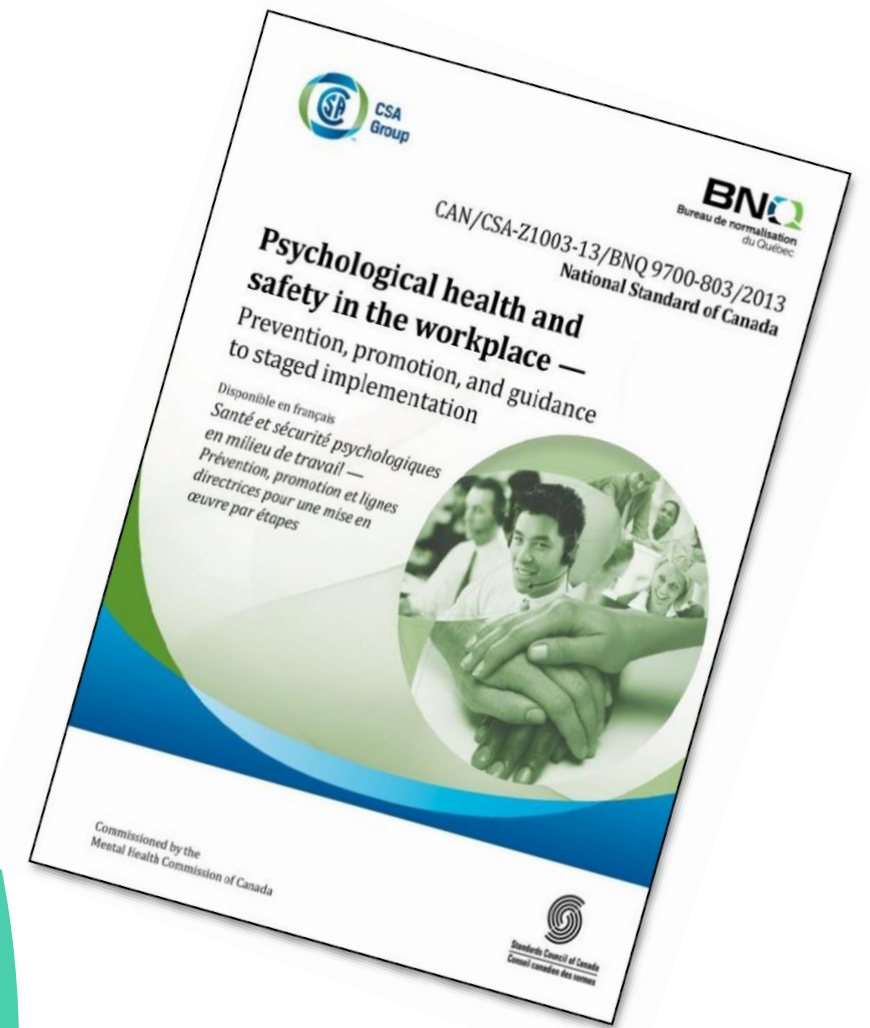
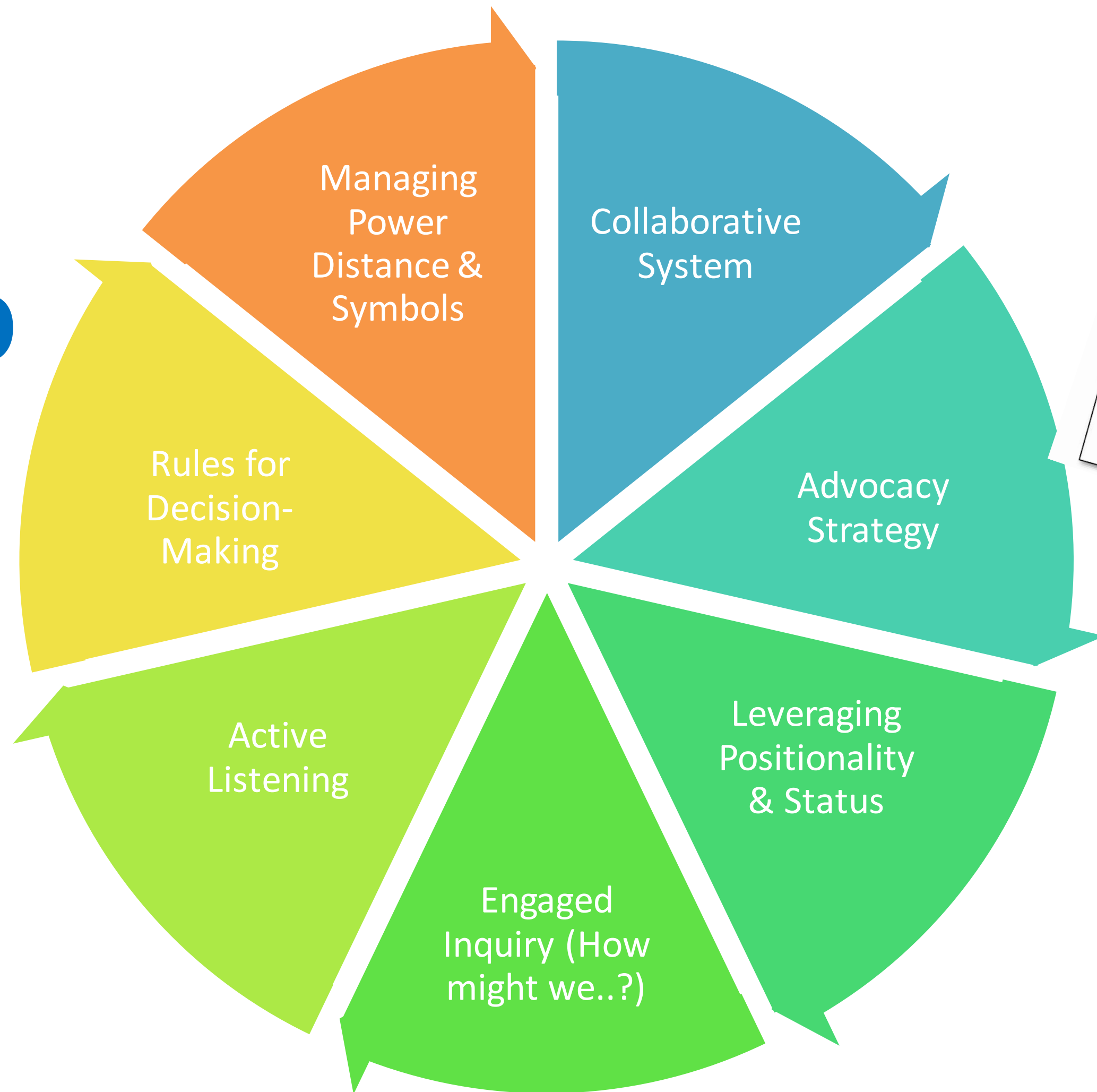


Expands own and others' opportunities



Fosters commitment, support and engagement

How to Share Power

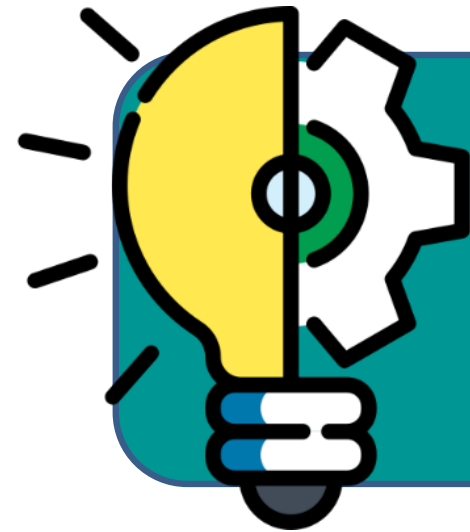


How this translates into power usage



WHAT

- What questions you ask
- What you say
- What you celebrate
- What you role-model
- What is important to you



HOW

- How much you speak vs listen
- How you address people
- How you respond to events
- How you engage and set up conversations
- How you manage performance



WHO

- Who you respect
- Who you consult or partner with
- Who you hire and promote
- Who you listen to
- Who you support and advocate for

Agreements

- Be open.
- All voices are heard.
- Seek to understand vs persuade.
- Invite and honour diverse opinions.
- Speak to both heart and mind.

Steps

- Appoint a spokesperson for debrief. (1 min)
Use a talking object to speak in rounds. (1 min)
1st round – speak without interruption. Option to pass. People without the talking object are invited to listen. Those who pass are then asked if they wish to speak. (8 mins)
2nd round – lively conversation among participants. (7 mins)
3rd round to share takeaways and gain insights. (5 mins)

Conversation Café (tables 1-5)

How might we share power with our medical colleagues, dyad partners, and clinical staff to allow for more involvement & influence?



Conversation Café (tables 6-10)

How might we manage the power distance in our conversations with others to foster more clarity and psychological safety?



Slido

Identify **one element of power** you will address in your operational dyads / leadership / clinical teams

Conversation Café Debrief

What did you learn from each other?

What ideas are you taking forward?

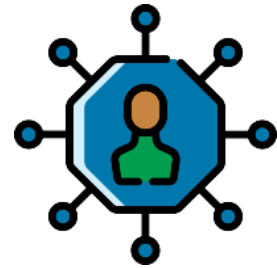
WRAP-UP



POWER UNDERPINS PSYCHOLOGICAL SAFETY



POWER IS A PRIVILEGE AND RESPONSIBILITY



YOUR POSITIONALITY DRIVES YOUR POWER LENSES AND BEHAVIORS



AWARENESS AND SELF-AWARENESS ARE KEY



LEADERS ROLE MODEL AND ALSO NEED TO STEP UP AND STEP IN



RESPONSES REQUIRE PLANNING AND EFFORT



CANADA'S NATIONAL STANDARD GUIDES YOU

To go further in your practice

Upcoming Courses – Register on Learning Hub

- Mastering Difficult Conversations Course - Nov 29th & Dec 5th 2023 inclusive
- Exploring a Respectful Workplace - Nov 22nd
- Equity, Diversity and Inclusion (EDI) Training - Variety of upcoming topics and dates



VCH Leadership Development sessions (**Winter 2024 session.** Intake Nov – Dec 2023)

- Leadershift Cohort Programs: Engaging with Conflict; Influential Leadership; Developing others through Feedback Conversations



VCH Psychological Health & Safety Team Awareness sessions
Know, Say, Do: A Tool for Leaders



1:1 Leadership and Leadership Team Coaching (**Contact: VCHLeadership@vch.ca or MedicalStaff@vch.ca**)

For more info: refer to reports from the Canada Life Workplace Strategies for Mental Health website



Oct 19, 2023 OneVCH Townhall: Supporting psychological health & safety in the workplace



Save the Date!

Next Medical Leaders Breakfast:

Friday March 1st, 2024

Thank you!