

Better Leadership, Better Health – Together

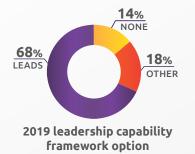


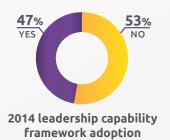
Minding our Leadership Gap

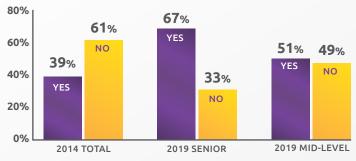
CHLNet is a value network representing over 40 partner organizations who share a commitment to building health leadership capacity in Canada. Two benchmarking surveys conducted in 2014 and 2019 show progress.

FACTORS REDUCING THE "LEADERSHIP WORRY INDEX"

Making progress in taking leadership development more seriously as more leaders are using a capability framework with LEADS the most common.







Succession planning (2014 & 2019)

Succession planning for senior health leaders more of a priority with 2/3 of organizations reporting they had a formal approach.

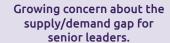
The scores of how well leaders demonstrate key leadership capabilities have improved although overall remain low.

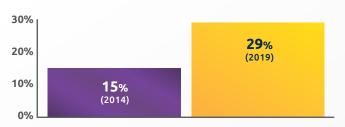
Comparing 2014 data to 2019: specific leadership capabilities



FACTORS INCREASING THE "LEADERSHIP WORRY INDEX"

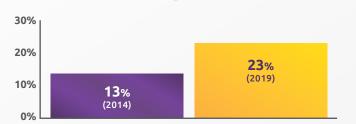






% of respondents reporting a large and very large supply/demand gap for senior health leaders

Innovation a key leadership capability for 21st century care remains low for health leaders.

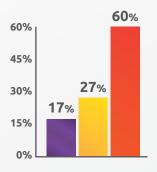


% of respondents reporting that senior health leaders encourage and support innovation

New & emerging worry factors include:

THE "VERTICAL LEADERSHIP GAP"

Growing disconnect between what CEOs and COOs think in the organization surveys and the perspective of individuals. An example is the high priority put on increasing physician/nurse engagement.

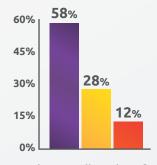


2019 perceived priority of increasing physician/ nurse engagement



THE "DIVERSITY GAP"

Increased concern about the lack of diversity, including gender in senior leadership positions



Ratings on diversity of perspectives on gender, as reported by org. leaders

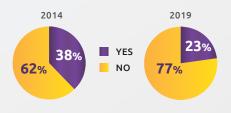


LOW INVESTMENT IN LEADERSHIP DEVELOPMENT

Downward trend in the amount of budget and time allocated for leadership development



% of annual budgets allocating less than 1.5% to leadership development



Protected time for leadership development