

Doctors Nova Scotia (DNS) Physician Leadership Development Program

Overview

The Physician Leadership Development Program focuses on creating a community of physicians in Nova Scotia who have the skills and capabilities to become effective, collaborative healthcare leaders, both now and in the future. Doctors Nova Scotia leads the program in partnership with the CMA Physician Leadership Institute (PLI). A DNS Advisory Committee provides guidance and input on the program direction. The advisory group includes representatives of the Nova Scotia Health Authority (NSHA), IWK Health Centre, and Dalhousie Medical School.

Through this program, you will have the opportunity to:

Connect with your peers: connect with colleagues across the province in person and virtually to learn from each other and collaborate on real healthcare challenges in the province of Nova Scotia.

Develop skills you can put into practice right away: learn practical leadership skills to affect positive and sustainable change within your team or organization.

Strengthen your sphere of influence: explore and share strategies and tactics to influence and advocate for positive change within your team or organization.

Develop the skills to lead inclusively: develop practical approaches to build a culture of wellness and belonging within your teams. Foster skills to encourage curiosity, self-awareness, and perspective-seeking.

Access thought leaders: access thought leaders in healthcare and leadership to enrich your knowledge, skills, and network.

Strengthen self-awareness through coaching: deepen your self-awareness and capacity through individual and team coaching support.

Program Elements

- The program will include a mix of both in-person and virtual leadership sessions led by [Dr. Mamta Gautam](#) and [Scott Comber, Ph.D.](#) Core leadership topics include decision-making in complexity, leading change and innovation, inclusive leadership, resilience, and influencing people and teams.
- [Fire Inside Leadership](#) coaches will work with participants to strengthen their self-awareness and capacity throughout the program using 360-degree feedback and by taking part in individual and group coaching.
- Physician Learning Projects will be introduced at the beginning of the program with topics aligned to relevant healthcare challenges in Nova Scotia to support the application of learned skills. Teams will meet throughout the program to share insights and experiences they work together through their projects.
- The program is accredited by the Royal College of Physicians and Surgeons of Canada (MOC) and the College of Family Physicians of Canada (Mainpro+).

Selection Process for Participants and Onboarding

- 24 participants will be selected through an application process developed by the program's partners and advisors.
- Successful applicants will attend program onboarding in June/July, an orientation in September, and learning sessions from October through to May.

See Appendix A for DRAFT 2024-25 Program Schedule (Cohort #6)

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Module	Theme	Date/Est. Time	Learning Outcomes
Orientation	<i>Welcome and overview</i>	Friday, September 20, 2024 12:00 - 5:00 pm (TBC)	Introduction to the program, overview of program expectations, and an introduction to coaching.
Module 1	<i>Introduction to LEADS in a Caring Environment, Emotional Intelligence (EQ), Healthcare Lean Canvas and Design Thinking</i>	Friday, October 25, 2024 8:30 am – 4:00 pm (TBC) Saturday, October 26, 2024 7:30 am – 3:30 pm (TBC)	Leadership development is a process of self-development. This module will help you to identify your leadership style and assess your strengths and vulnerabilities. You will explore the dimensions of emotional intelligence required for effective leadership. We will introduce the Healthcare Lean Canvas and Design Thinking as frameworks to guide you in your Physician Learning Projects.
Module 2	<i>Systems thinking, complexity, and decision making</i>	Friday, November 22, 2024 12:00 pm – 6:00 pm (TBC) Saturday, November 23, 2024 7:30 am – 3:30 pm (TBC)	How can leaders continuously work to improve healthcare outcomes? In today's challenging landscape, it's important to know how to approach and solve complex problems. You will learn the tools and methods to make decisions in complex conditions and how to effectively lead system change.
Module 3	<i>Leading change and transition</i>	Friday, January 17, 2025 12:00 pm – 6:00 pm (TBC) Saturday, January 18, 2025 7:30 am – 3:30 pm (TBC)	In a fast-paced healthcare environment, the ability to effectively lead and manage change is critical. Yet implementing change, even on a small scale, can be difficult. You may encounter challenges, such as fear and resistance from colleagues and administrators. We will draw on evidence-based research and explore the levers that impact organizational change. We'll look at how to garner support for your change initiative and prepare your organization, department, or team to successfully execute and sustain change.
Module 4	<i>Inclusive leadership</i>	Friday, February 21, 2025 12:00 pm – 6:00 pm (TBC) Saturday, February 22, 2025 7:30 am – 4:00 pm (TBC)	Inclusive leadership leads to improved outcomes including creativity, innovation, and better decision-making. You will explore the link between inclusive leadership and wellness and explore strategies to build trust and foster a sense of belonging where team members feel respected and empowered to speak up and contribute to improving team effectiveness and patient care.
Module 5	<i>Influencing people, teams, and systems</i>	Friday, March 28, 2025 12:00 pm – 6:00 pm (TBC) Saturday, March 29, 2025 7:30 am – 4:00 pm (TBC)	A healthcare leader with influence can impact decisions, access resources, and make connections across teams. You will learn the skills to influence and build alliances to meet your objectives. You will learn how to craft clear and effective messaging, improve your advocacy skills, and build confidence to get your message across to your audience with impact.
Module 6	<i>Project presentations and graduation</i>	Friday, May 2, 2025 11:45 am – 6:00 pm (TBC) Dinner 6:00 pm – 7:30 pm Saturday, May 3, 2025 8:30 am – 2:30pm (TBC)	This is an opportunity to present the Physician Learning Projects to colleagues and program sponsor(s) and to graduate from the program.