

FELLOWSHIP PROGRAM



Health Leadership Specialty (HLS) Overview

CANADIAN COLLEGE OF
HEALTH LEADERS
Fellowship Program



COLLÈGE CANADIEN DES
LEADERS EN SANTÉ
Programme de fellowship

www.cchl-ccls.ca



HEALTH LEADERSHIP SPECIALTY (HLS)

Applied Learning & Impact Paper Guidelines

Health Leadership Specialties (HLS) – For CHE Track

Fellowship Select Program candidates following the CHE Track are required to complete three (3) Health Leadership Specialties at their own cost prior to applying to the Fellowship Select Program. Health Leadership Specialties represent a combined accomplishment of the completion of formal learning, offered by a Strategic Partner or non-partner and an impactpaper, reviewed by three Fellowship Evaluators.

Description

To complete a Health Leadership Specialty, individuals will be required to complete formal learning on the specialty followed by practical application of learning and demonstrated impact.

Partnerships and Formal Learning

The intention for the Health Leadership Specialties (HLS) program is to partner with organizations that offer premier quality learning in areas of priority for health leadership. The CCHL has established HLS partnerships and will continue to add partnerships to broaden the HLS availability and scope as the health care landscape evolves. The HLS partners offer formal learning opportunities that represent advanced training and leadership. The partners are;

- CASCADES: Climate Action Healthcare
Health Leadership Specialty in Sustainable Health Systems
<https://cascadescanada.ca/courses/>

CASCADES is supporting Canada's healthcare community to transition toward a sustainable health system by offering a suite of continuing professional development training programs for sustainable healthcare. Through these programs, participants develop the fundamental skills required to advance climate action in healthcare in Canada. Participants also build networks, make new connections, and join a growing movement of motivated change-makers.

- Healthcare Excellence Canada:
Health Leadership Specialty in Longterm care
Course requirements:

[LTC+: Acting on Pandemic Learning Together](#)

HEC LTC Program Training	Eligibility Requirement for Specialty
New Brunswick AUA scale collaborative (2016-2018)	<ul style="list-style-type: none"> Participation in phase 1 or 2 in all components of the AUA collaborative (implementation, training, measurement and monitoring and reporting)
Prince Edward Island, Newfoundland and Labrador and SQLI AUA scale collaborative (2017-2020)	<ul style="list-style-type: none"> Participation in all components of the AUA collaborative (implementation, training, measurement and monitoring and reporting)
OPUS-AP scale collaborative (2017)	<ul style="list-style-type: none"> Participation in phase 1 or 2 in all components of the AUA collaborative (implementation, training, measurement and monitoring and reporting) Participation in Phase III OPUS – AP launching fall 2021
Embedding a Palliative Approach to Care (EPAC) spread collaborative (2018-2020)	<ul style="list-style-type: none"> Participation in all components of the EPAC collaborative (implementation, training, measurement and monitoring and reporting)
LTC + program (2020-2022)	<ul style="list-style-type: none"> Participant in the LTC + program <ul style="list-style-type: none"> Submitted an application and self – assessment as part of the seed funding and coaching components of the LTC + program Committed to implementing a promising practice as part of the seed funding and coaching component of the program Enrolled and participated in a minimum of 50% of the National LTC Huddles Leveraged all coaching opportunities through participation in the program

- Mental Health Commission of Canada:
Health Leadership Specialty in psychological health and safety in the workplace
Course requirements:
[Mental Health First Aid](#)
[The Working Mind](#)
- Pallium Canada
[Health Leadership Specialty in palliative care](#)
LEAP Leaders (available October 1st, 2021)
- University of Ottawa, Faculty of Social Sciences – Health Workforce Studies
Health Leadership Specialty in health Workforce Planning
<https://catalogue.uottawa.ca/en/graduate/microprogram-health-workforce-studies/>
This microprogram is open to existing graduate students, health workers in training or in practice, as well as current and prospective health workforce planners, policymakers, and managers.

Non-Partnered Health Leadership Specialties

It is possible that some CHE Track candidates will have additional formal training in areas of a specialty that exceed the requirements of the Health Leadership Specialty program and/or are not included in a CCHL Health Leadership Specialty partnership. In those instances, candidates will:

1. Submit a Health Leadership Specialty application that outlines their formal training in a specialty, for approval by the CCHL Fellowship Program, and if approved
2. Submit the standard Health Leadership Specialty Paper outlining their application of learning and demonstrated impact.

Practical Application of Learning and Demonstrated Impact

Upon completion of formal learning, and prior to awarding the Health Leadership Specialty to the individual, the candidate must submit an HLS Applied Learning and Impact Paper to the Professional Certification team that describes their application of learning and provide evidence of the demonstrated impact of their learning implementation.

A templated outline based on LEADS for the paper will be provided to the candidates and will be similar in scope (5 pages) to that of the LEADS in Action project, required to complete the CHE certification.

Review of Submission

A cohort of three Fellowship Evaluators will evaluate these standardized submissions. The evaluation outcome will be to either award or not the Health Leadership Specialty along with qualitative feedback to justify the decision.

The candidate will be notified of the outcome of the evaluation by the CCHL Professional Certification team. If the candidate was successful, they will be able to identify the specialty on their resume and other formats. Should the candidate not be successful, they will be provided with two additional attempts to submit their paper. The first attempt at re-submitting the paper will be no later than three (3) months following the date of the original submission. The second attempt is to be re-submitted no later than six (6) months after the date of the original submission. The candidate will be encouraged to seek additional support and mentorship through either CCHL channels and/or additional formal learning.

Should the candidate be unsuccessful following the third submission of the paper on one Health Leadership Specialty topic, they will not be eligible to submit an additional paper and will not earn the Health Leadership Specialty on the identified topic.

Health Leadership Specialty Applied Learning & Impact Paper

Description, Content and Format

The HLS Applied Learning and Impact Paper consists of two components:

- Briefing note (5 pages)
- Reflection on leadership development (1 page)

Paper Structure

Briefing note (5 pages)

The following format should be used to summarize the relevant information to describe the applied learning and subsequent impact:

- **Topic Orientation:** Describe the Health Leadership Specialty topic and your reflections on the completed formal learning and potential impact to the Canadian health system (micro, meso and macro levels). Include the process you used to determine how to apply the learning and measure impact.
- **Learning Application:** Explain your approach to learning application in your workplace and/or context (wherever the application of learning took place). Using the LEADS framework to describe your approach.
- **Impact:** Provide details of the environment, related to the topic, prior to and after your learning application project. Include the details on how you measured the impact.
- **Reflections:** What would you have done differently if you were to apply the learning again?
- **Next Steps:** Describe how the applied learning will be sustained, evaluated and refreshed. Provide details on how to influence positive change, if not experienced after the first attempt.

Personal Reflection on Leadership Development (1 page)

Using the Leadership Development Plan initially created in the CHE Program, and maintained throughout your career:

- What has this project highlighted for you in terms of developing your personal leadership capabilities?
- In which areas did you develop further insights?

- How did it help you develop as a leader?
- What further learning opportunities have you identified as important for your own development?
- What knowledge or learning could be used by other organizations or leaders? Can you take action to influence broader change?

Evaluation

Three Fellowship Evaluators will be given an anonymized version of your Health Leadership Specialty Applied Learning & Impact Paper. They will provide summary comments and feedback, along with their individual assessment to award the Health Leadership Specialty or not. The feedback, comments and decision will be provided to the candidate by CCHL's Professional Certification program.

Format

The HLS Applied Learning and Impact Paper must meet the following criteria:

- Typed, double-spaced, 12 pt Times New Roman font in Word format (approximately 250 words per page)
- 1" margins on both sides, top and bottom
- Standard letter paper size (8 ½" by 11")
- References should be included in a footnote as part of the 5-page briefing note.

For more information contact us at: Fellowship@cchl-ccls.ca or 1-800-363-9056.

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