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The Canadian Health Leadership Academy

Transformational Leadership Development
By Healthcare, With Healthcare,
For Healthcare.



About the Academy

The Canadian Health Leadership Academy is an innovative and holistic health leadership development program that has been co-designed with and for healthcare organizations. We don't only teach leadership knowledge, we build skillsets and mindsets by engaging participants in meaningful application to real-world challenges and opportunities.

The Academy develops individuals, teams, and entire organizations or systems to foster meaningful collaboration, transformation and culture change.

This is not a one-size-fits-all solution. The Canadian Health Leadership Academy leverages existing curriculum while being fully adaptable to the needs, goals, values and culture of each organization or system.

The Academy is a multi-modal program that harnesses the power of both individual and team learning and growth. It is impactful for any level of leader, from any role or background and the multi-disciplinary emphasis fosters psychological safety and respectful relationship-building.

Academy Components

The Canadian Health Leadership Academy can be scaled up or down based on organizational needs and budget.

Components may include:

- Foundational eLearning
- In-person and/or virtual workshops
- Virtual discussion sessions
- Group coaching
- 360 leadership assessments
- Individual coaching

What Sets the Academy Apart

The Academy is a holistic leadership solution developed by health, with health, for health. Highly adaptable to local needs, it equips individuals, teams and organizations with the skills, knowledge and relationships to foster transformation.

- Co-designed with healthcare organizations
- Adaptable to local needs, priorities and budget
- Fosters cross-disciplinary and system collaboration
- Integrates coaching and 360 leadership assessments
- Tackles real-world healthcare challenges
- Promotes sustainability
- Impacts leader capability, engagement and trust
- High affordability/low cost per learner

Academy Principles

Co-Designed & Integrated

- Customized for the organization or system, aligned with culture, values, priorities
- Integrate with other organizational supports (e.g.: mentorship)
- Developed and rolled out in partnership
- Repeatable, scalable, flexible

Builds Relationships & Networks

- Breaks down organizational and system silos
- Designed for all clinical and professional backgrounds
- Builds relationships and networks of support
- Fosters psychological safety, collaboration, innovation and system thinking

Evidence-Based Approaches

- LEADS-based formal eLearning & application
- Award-winning leadership assessment and workshops
- Highly engaging and learner-centered
- Maximizes application

Supports Transformation

- Application to real challenges and change priorities
- Group coaching – learner-led focus areas and practice
- Supports any transformation/change agenda (e.g.: Focus on EDIRA)

Program Design

Scaffolded & Blended Learning

- eLearning, virtual learning/discussion, workshops, group & individual coaching build on one another
- Theory + experience + relationships + applied learning
- Synchronous + asynchronous, virtual + in-person (adaptable)

Coaching is a Critical Component

- 360 + individual coaching = individualized assessment, objectives, support
- Group coaching - just-in-time application & community-building
- Formally teach coaching skills to transform participants' leadership approach

Multi Modal Learning & Support

- Independent learning, reflection, application
- Small groups collaboration
- Cohorts for appropriate career-level and peer-peer application
- Whole group integration at key points
- Optional manager support program

Focus on Leading Self, Team & Organization

- Build self-awareness/emotional intelligence (Lead Self)
- Strengths-based leadership and coaching approach (Lead Others)
- System Thinking
- Other system priorities (e.g.: EDI – Engage Others and Develop Coalitions)

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Dr. Aaron Smtih

Provincial Medical Executive Director
Nova Scotia Health

"The Leadership Academy has strengthened my ability to drive meaningful change in healthcare with confidence and clarity."

Video

Scan to watch and discover the impact of the Academy.

https://bit.ly/CHLAStoriesofImpact

Case Study:

Nova Scotia's Health System Leadership Academy

A partnership between CHA Learning and Nova Scotia's Health System Transformation Office began in spring 2023. Between then and January 2025, year one of the program was co-designed, launched and delivered to 100 health leaders.

The Opportunity

The Nova Scotia Health System Transformation Office identified the critical enabler of leadership in system transformation. To address their transformation agenda, they sought a partner to co-design and delivery a non-traditional leadership development program and build capabilities and relationships across three provincial organizations.

The Approach

The Nova Scotia Health Leadership Academy has been co-designed as an immersive program designed to build leadership capacity across all levels and departments. Rooted in real-world healthcare challenges, the Academy leverages formal, tangible learning components, practical tools and self-reflection as well as group, individual and peer coaching.

In year 1, the Academy has helped participants deepen their understanding of their leadership strengths and shadows, identify development plans, develop critical skills, and build lasting and meaningful relationships with peers across the province.

The Impact

Participants reported increased leadership capability, improved self-awareness, and a stronger ability to apply systems thinking in their day-to-day roles. They also highlighted the value of building lasting peer networks that support collaboration beyond the program. Participants left the Academy not only more confident and capable, but better equipped to lead change in ways that benefit their teams, organisations, and the broader health system.

The Leadership Academy has proven to be a powerful investment in people and performance—one that's already making an impact across Nova Scotia's health system.



Karen Oldfield

Interim President and CEO
Nova Scotia Health

"Transformational care begins with transformational thinking. The Academy provides transformational, system-wide leadership development."

Measured Outcomes, Meaningful Change

Participant survey results

100% of respondents agreed:

Understanding

"I have a better understanding of my leadership strengths and areas of growth after participating in the Academy."

Relationships

"The relationships/networks I built during the Academy are a valuable benefit of participation."

Positive Impact

"Overall, participating in the Academy had a positive impact on my leadership capabilities."

Applicable Learnings

"I will be able to apply what I have learned to my work."

Leadership Capabilities

"Overall, I believe my leadership capabilities have increased by participating in the Academy."

See Our Impact

Hear directly from participants of Nova Scotia's Health System Leadership Academy as they share honest reflections, key takeaways, and lessons learned.

Scan to watch and discover the impact of the Academy.

Video

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