

# Network Session Summary

- Session Topic:** LEADS in a Caring Environment: ‘Lead Self’ Domain
- Session Date:** October 28, 2020
- Session Hosts:** Dr. Heather La Borde & Michele Hannay
- Session Objectives:** At the end of this webinar, learners will be able to:
- Describe the LEADS in a Caring Environment framework
  - Practice the 3 capabilities of self-aware leaders
  - Recognize the signs and symptoms of compassion fatigue in self and others

## Recommended Resources:

- Goleman, D. Social Intelligence (2006): The Revolutionary New Science of Human Relationships.
- Langer, E. (2014) Mindfulness.
- Dweck, CS. (2017) Mindset: Changing the Way You Think to Fulfill Your Potential
- Cocker F, Joss N. *Compassion Fatigue among Healthcare, Emergency and Community Service Workers: A Systematic Review*. Int J Environ Res Public Health. 2016;13(6):618. Published 2016 Jun 22. doi:10.3390/ijerph13060618
- Mathieu, F., & Cameron, R.W. (2007). Running on Empty: Compassion Fatigue in Health Professionals.
- Mathieu, F. (2011). The Compassion Fatigue Workbook: Creative Tools for Transforming Compassion Fatigue and Vicarious Traumatization.

## Session Highlights & Themes:

### ***LEADS in a Caring Environment***

The leadership development component of this webinar series will follow the LEADS in a Caring Environment framework. It was developed for the Government of BC by the Health Care Leaders Association of BC in partnership with Royal Roads University and the Canadian Health Leadership Network, and represents the key skills, behaviours, abilities and knowledge required to lead in all sectors and in all levels of the health system. This session addressed the first domain: Lead Self.

### ***Lead Self Domain of Leadership***

The Lead Self domain can be broken down into 4 capabilities. A leader (1) is self-aware, (2) manages self, (3) develops self, and (4) demonstrates character. In this session, we focused on ‘self-awareness’ and explored the 3 capabilities of this sub-domain: emotional self-awareness, awareness of assumptions & paradigms, and awareness of values and principles.

### ***Personal Leadership Mission***

Taking time to thoughtfully explore one’s leadership vision and core values helps in developing a personal leadership mission statement. This allows leaders to adjust their habits, skills, and behaviours to align with their values and provides guidance during times of increasing responsibility, stress, and rapid change.

**A worksheet is available with this summary on the Physician Champion Network webpage to help guide the development of a personal PMH leadership mission statement.**

**Compassion Fatigue**

Compassion fatigue has been described as the ‘profound emotional and physical exhaustion that helping professionals and caregivers can develop over the course of their career or life’. Signs and symptoms were discussed, as well as some simple mindfulness strategies that can be employed to prevent and/or manage the condition.

**Small Group Discussion Questions:**

- How do you stay ‘on track’ when times are hard? What role does resilience play in your life?
- What are some examples of personal assumptions or paradigms? How could they positively or negatively impact PMH leadership?
- How do you know when you’re being (or not being) true to yourself?
- When you think of great leadership, who comes to mind? What do (or did) they do that made them great?
- What is one leadership strength you demonstrate regularly?
- What is one area of leadership you would like to work on?
- What one step could you take toward improving in that area?

**Session Statistics**

Total Physician Participants	North Zone Physician Participants	Edmonton Zone Physician Participants	Central Zone Physician Participants	Calgary Zone Physician Participants	South Zone Physician Participants	PCNs Represented
42	6	7	5	18	1	20