

Network Session Summary

Session Topic:	LEADS: Developing Coalitions
Session Date:	June 23, 2021
Session Hosts:	Heather La Borde & Michele Hannay
Session Objectives:	<p>At the end of this webinar, you will be able to:</p> <ul style="list-style-type: none"> • Explain what defines a coalition and describe factors for success. • Describe the leadership capabilities required to create the conditions for effective coalitions.

Recommended Resources:

Connect First: 52 Simple Ways to Ignite Success, Meaning, and Joy at Work by Melanie Katzman
Give and Take: A Revolutionary Approach to Success by Adam Grant

Session Highlights & Themes:

- Key features that define a coalition include being a ‘temporary’ alliance formed for joint action
- Coalitions are almost always formed under conditions of uncertainty where the external threat of not working together is greater than the threat of working together.

- To be successful, coalitions must start by creating a sense of trust among the individuals or parties
- This trust is easily fractured and must be nurtured
- Research shows that trust is built over time in the ‘smallest of moments’ –personal interactions, showing interest in non-work life, sharing food together and expressing vulnerability
- Thoughtful leadership is critical

- The proverb “If you want to go fast, go alone. If you want to go far, go together.” applies in coalitions
- However, if the groups involved have radically different organizational cultures or if time is limited, going ‘alone’ can actually be a better choice

- There are a number of factors that can influence the success of coalitions
- These include sharing values, clear planning and milestones, frequent communication, and more

- Physician champions may be interested in becoming involved in the ‘Coalition for Integration’
- More information will be coming in the Fall

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
24	6	4	4	9	1	15