

# LEADERSHIP DEVELOPMENT FOR HEALTH CARE BOARDS



Governance  
Centre of Excellence



ENHANCING YOUR BOARD EXPERIENCE THROUGH EDUCATION



Leading the way with Education



## GOVERNANCE CENTRE OF EXCELLENCE

The Governance Centre of Excellence (GCE) provides a broad range of relevant services and educational programs, including online resources and tools for health care directors. The GCE's *Guide to Good Governance* is a practical reference for directors and provides an overview of recommended practices in health care governance as well as a wide variety of templates and examples from the field. This guide, and its future updates, is the foundation for the ongoing content development of Ontario Hospital Association's educational programs for hospital directors.

## LEADING EXCELLENCE IN GOVERNANCE - A KEY STRATEGIC DIRECTION FOR THE OHA

Governance remains a strategic initiative of the OHA. The OHA's governance certificate courses are designed to meet the needs of directors as their life-cycle evolves on a hospital board, as illustrated in Figure 1 (below). This means providing the right learning experiences at the right time to meet the needs of directors as they progress.

### GOVERNANCE EDUCATION - 'The Right Course at the Right Time'

#### Annual 'Keeping Current' Seminars

- Health Care Governance Forum
- Conference for Board Finance Committee Members
- Board's Role in Quality Oversight and Improvement

New Directors (Pre or Year 1)	Experienced Directors (Year 2-6+)	Leadership Roles (Year 3-6+)
Essentials Certificate in Health Care Governance for New Directors	Advanced Certificate in Board Governance	Leadership Certificate for Hospital Board Chairs
	Certificate in Leading Board Committees	
	Certificate for Implementing the Guide to Good Governance	

Figure 1

## SUMMARY OF CERTIFICATE COURSES

### Essentials Certificate in Health Care Governance for New Directors

This course is designed to help delegates strengthen their leadership skills, as well as orient them to the important role of the director at a hospital or health care organization.

Topics covered throughout this one-day certificate course will focus on increasing delegates' understanding of health care governance, and the challenges and opportunities presented by the complexities of hospital operations.



### Advanced Certificate in Board Governance

Hospital directors interested in advancing their contribution on a board and being involved for more than one term are encouraged to attend this dynamic two-day certificate course. The course is a combination of interactive scenario/case studies, presentation and peer collaboration.

### Certificate in Leading Board Committees

Designed for incoming committee chairs and/or existing chairs, this one-day certificate course will assist with preparing for leadership roles. The course is a combination of lecture and interactive scenario/case studies.

### Certificate for Implementing the *Guide to Good Governance*

Directors who have served on a board for one year or more, governance committee chairs, board chairs or those entering these roles are the target audience for this one-day certificate program. It will give participants a deeper understanding of the factors influencing good governance. Participants will identify areas for improvement in the functioning of their boards and develop a board governance development plan.

### Leadership Certificate for Hospital Board Chairs

This three-day program prepares designated board chairs to assume this critical leadership role, prior to assuming the role where possible. The program focuses on key roles and duties of hospital board chair in leading the board itself, working internally with the CEO and Chief of Staff, and representing the hospital with external stakeholders.

### Building a Culture of Good Governance

An interactive learning experience that incorporates real life case studies from hospital and health governance settings are the key aspects to this one-day workshop. This session stays true to best practices and the OHA's principles of governance while going a step beyond to focus on the behavioural and relational elements of governance, not just the functional and structural components.

### Course Development

The GCE is currently developing several new courses to add to its curriculum. Course topics include: patient safety, risk management and an introduction to health care for directors. Visit [www.gce-oha.com](http://www.gce-oha.com) often for additional details; these courses will be launched in 2009.

Governance certificate courses are offered regionally. Programs can also be scheduled upon request. The GCE will also assist in customizing a program to suit the needs of individual organizations. Please direct requests and inquiries to [jmazzola@oha.com](mailto:jmazzola@oha.com) or 416-205-1356.

### DELEGATE FEEDBACK:

- "It was an excellent learning opportunity for a new Board member."
- "The conference was well organized and very relevant to what is happening around us."
- "A very good conference with a very skilled speaker element. The subjects presented were relevant and of great interest with a good variety of topics."
- "I now feel as a new board member to be more effective, you have to become more informed about our health care system and how it affects our own hospital and community, and by attending these types of seminars and others they help to better educate us to become more effective and useful board members."

**Sponsorship Opportunities:** Sponsorship of educational events offers many opportunities to showcase your business to health care professionals continually seeking new products and services and to benefit from exclusive market exposure. Health care professionals face a multitude of choices when making decisions on behalf of their organizations; the OHA's educational events offer excellent opportunities to highlight your organization to thousands of health care professionals.

## ANNUAL SET OF “KEEPING CURRENT” CONFERENCES

### Health Care Governance Forum

Ontario’s hospitals have a proud history of voluntary community governance. Almost 3,500 Ontarians serve as trustees of their local hospitals and bring the voices and perspectives of their neighbours to bear on how their hospital operates. Any organization that embraces openness and accountability as readily as Ontario’s hospitals must also manage the tensions that may arise during public debates about complex issues. These debates, along with strict reporting requirements, quality, and other accountability measures have made the leadership of the hospital trustee more important than ever. This conference provides a valuable opportunity for directors to network, learn, and share best practices with colleagues.

### Current Issues in Health Care Governance

To flourish, board members need the “know-how” and expertise to ask the right questions, provide good leadership, and effectively monitor an organization’s performance. This one-day learning opportunity is specially designed to help board members enhance their abilities in serving their organizations and communities.

### CEO Compensation and Evaluation

This workshop will assist in building a clearer understanding of the issues and approaches to sound governance practices regarding CEO compensation and evaluation.

### Current Developments for Members of Functional Committees

An annual series for members of key functional committees covering emerging topics and issues:

- Conference for Board Finance Committee Members
- Board’s Role in Quality Oversight and Improvement



## GCE PUBLICATIONS

The GCE has developed several publications over the past year in response to the needs of our members.

### GCE Backgrounders

Backgrounders on current issues include: (1) Public Reporting of Patient Safety Indicators: The Board’s Responsibilities; and (2) CEO Performance and Compensation.

### Quality and Patient Safety: Understanding the Role of the Board

This document sets out the board’s role in patient safety and quality and includes an overview of legal obligations, emerging practices and strategies for boards in carrying out this oversight role.

### Annual Report Guidelines

This set of guidelines was produced to assist hospitals in planning and developing their annual reports. The guidelines will also help support hospitals in advancing their governance practices. This resource provides hospitals with a comprehensive and useful tool comprised of an extensive list of recommended guidelines.

### Compliance Framework for Directors of Public Hospitals

This framework is intended as a reference guide for hospital boards and their members to identify some of the key legislative provisions which, in limited circumstances, could result in personal liability being imposed on directors.

These documents and others are available on-line under **GCE Publications for Sale**.

### Upcoming Publications

A *Guide to Good Governance* for the broader health care sector will be available in the new year. A revised and updated second edition of the *Guide to Good Governance* is currently in development.

### Governance Update e-Newsletter

The *Governance Update* e-Newsletter is solely devoted to board members. The *Governance Update*, available on a quarterly basis, will provide information on topical issues, governance initiatives and upcoming educational programs and also give you access to tools and supports related to the evolving role of health care boards.

Stay in the know and subscribe to this on-line newsletter.

For additional information on GCE resources, tools, templates, publications and education courses, visit the website at [www.gce-oha.com](http://www.gce-oha.com).