



Talent Management Overview

Participants:

Up to 10 people (Sample composition described below)

- junior faculty or professional staff members
- faculty members in the first or second year of a leadership position
- mid-career faculty members in a new leadership position
- senior faculty members taking on a strategic leadership position
- basic scientists
- distributed Medical Education faculty members

Requirements:

Participants must...

- be identified by a leader in their Department
- be willing to self-assess their competencies in reference to the competencies described in the Talent Management process keeping in context their career aspirations and goals
- develop and enhance their leadership competencies in order to enhance foundational competencies or take on a significant leadership role e.g. Emerging leader role or Strategic leadership role

Competencies:

- Self Awareness/Emotional Intelligence,
- Communicate and Engage Effectively,
- Build Collaborative Relationships, Coalitions and Strategic Partnerships
- Inspire, Achieve and Innovate
- Teaching/Development of Self and Others
- Transform and Lead to the Future
- Manage Resources

Note: For a complete description of these competencies please refer to https://www.londonhospitals.ca/departments/medical_affairs/prof_staff/learning/PSLeadershipCompetencies.php

- be mentored on leadership skills from the Chair/Chief or senior leader
- complete a stretch exercise to practice leadership skills
- would work with their Chair/Chief or other senior leader (e.g. decanal member, Program Director, Division or Site Chief) to develop a plan on which competencies they would like to enhance or develop over the coming year
- must set goals for the year using the SMART method (Specific, Measureable, Attainable, Realistic and Timely)
- stretch assignments must be started with at least one objective completed before by December 31, 2017.

- must be willing to meet with the fellow participants and the Advisory Committee 3-4 times over the course of the project.
- Attend 80% of the leadership curriculum
- Present at the annual Talent Management Conference

Example Stretch Assignments:

- Developing a proposal to augment the existing training program to include value-added training skill sets that would ultimately meet the needs of the changing job market
- To develop a proposal and implementation plan for cross-specialty learning rounds for residents/ students in acute care programs
- Creation of an official Mentorship Program for incoming Postgraduate Year 1 Residents in my program
- Develop a co-ordinated mental health service for transitional youth and young adults between the ages of 16-25.
- To develop a proposal and implementation plan to revise the Residency program
- Develop a quality curriculum for residents

The call for nominations will begin February 6, 2017 and applications will be due March 31, 2017

Please complete the Talent Management Application form located on the Medical Affairs website.

https://www.londonhospitals.ca/departments/medical_affairs/prof_staff/resources/Talent%20Management/TalentManagement.php