



Photo from the NW: Marcela Sterling

Photo from the NE: Jackie Wilmaker

Photo from the NW: Daniel Egli

# UHNBC Co-leadership Pilot Project

2022 – 2024

Presented by: Renata Chapman, Damen Deleenheer,  
Dr. Kristian Malpass, Dr. Denise McLeod



# Traditional Territory Acknowledgment





# Overview



- Practical leadership skills
- Fundamentals of co-leadership
- Relationship and Trust
- Support emerging leaders
- Orient to Northern Health culture , values, and priorities
- Quality Improvement approach

# UHNBC CO-LEADERSHIP TIMELINE



- Health and Wellness/Mindfulness
- Crucial Conversations/Managing Difficult Conversations
- Workplace Conduct/Managing Unprofessional Behaviour
- Engaging Others
- Cultural Safety and Humility
- Insights Discovery: Understanding Self and Peers
- Just Culture: Emphasizing a Culture of Improvement
- Meeting Management
- Influence and Advocacy
- Leadership Begins with Self-Awareness
- Team Dynamics and Performance
- Leading Change
- Conflict Management



# Advisory Committee Experience



# Planning Committee



## Participants:

- Doctors of BC, Specialist Services Committee (Facility Engagement and Physician Quality Improvement)
- Northern Health
- Prince George Medical Staff Physician Association
- Rural Coordination Centre of BC (RCCbc)

## Funding Sources:

- Doctors of BC, Specialist Services Committee (Facility Engagement and Physician Quality Improvement)
- Northern Health
- Prince George Community Medical Education
- Prince George Medical Staff Physician Association
- Rural Coordination Centre of BC (RCCbc)



## Planning Team – What Worked Well

- Clear goal: *‘To build a network of leaders who see, understand, and influence complex challenges, and who adapt and succeed as individuals, leaders, and members of a leadership network that will transform the Prince George healthcare system.’*
- Interior Health’s Navig8 program served as basis
- Priority of workforce sustainability = aligned priority
- Content guided by participants – pre-survey
- Team members committed to imitative success
- Distribution of work – role clarity evolving
- Regular, consistent planning and advisory meetings



# Participants



**Alym Abdulla**  
Surgeon  
Urology



**Ashfaq Ahmed**  
Physician  
Family Medicine



**Brad Ashman**  
Surgeon  
Orthopedics



**Katie Bellefeuille**  
Clinical Pharmacy  
Supervisor



**Steven Chang**  
Physician  
Family Medicine



**Jack Jenkinson**  
Chief Social  
Worker



**Kristina Lockhart**  
Program Lead  
Hospital at Home



**Kristian Malpass**  
Surgeon  
Plastics



**Lauri McCoy**  
Physician  
Geriatrics



**Susan Miller**  
Manager  
Pharmacy Services



**Kathleen Cunniffe**  
Physician  
Emergency



**Damen DeLeenheer**  
Clinical Educator  
Team Lead



**Pal Dhadly**  
Physician  
Anesthesia



**Tarn Dhillon**  
Facilities Maintenance  
Coordinator



**Christin Fabriel-Leclerc**  
Physician  
Psychiatry



**Maria Monagas**  
Supervisor  
Microbiology Lab



**Gurpreet Narang**  
Physician  
Radiology



**Marijo Odulio**  
Dept Head - Surgery  
Surgeon - OB/GYN



**Colin Phillips**  
Dept Head - Anesthesia  
Physician - Anesthesia



**Devan Reddy**  
Physician - Family Medicine  
& Chronic Pain



**Karina Hansen**  
Chief Ultrasound  
Technologist



**Carmen Holyk**  
Registered  
Nurse



**Courtney Hopson**  
Chief Clinical  
Dietitian



**Leigh Hunsinger-Chang**  
Physician  
Family Medicine



**Megan Hunter**  
Manager Capacity, Flow,  
and Clinical Development



**Shelby Rud**  
Clinical Team Lead  
Geriatric Services



**Megan Thwaites**  
Surgeon  
OB/GYN



**Megan Whyman**  
Program Lead  
Surgery North



100% 'STRONGLY AGREED / AGREED':

- The skills provided in the course have enhanced my ability to succeed in the healthcare field.
- I gained valuable knowledge and skills that I can apply at work.

*"This was a fantastic course. I learned so much, and left with a much clearer understanding of different ways people work, and how to best facilitate these working relationships."  
- participant*



*"Certainly a life and perspective changing experience. Significant practical tools to apply."  
- participant*



