

48th Annual Conference | Victoria Conference Centre

Transforming Community Health Care: Strategic Workforce Development and Leadershi

Strategic Workforce Development and Leadership



#BCCPA2025



Transforming Community Health Care: Strategic Workforce Development & Leadership

Niraj Wala, Yasaman Bonyanpour, James Challman

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Aligning daily practices with organizational mission

Importance of Mission Alignment and why does it matter.

- Incorporating Mission into Daily Practice.
 - Breaking down the mission into actionable elements.
 - Role Clarity.



Living the Mission Alignment

- Making Mission Alignment a Part of Agency Culture.
 - Consistency across teams and departments.
 - Continuous Communication.

Measuring Mission Alignment.



Fostering a Mission-Driven Culture

• Leadership Team as Role Models

• Inspiring Team

 Celebrating and Rewarding Mission-Aligned Actions



Reflection Exercise

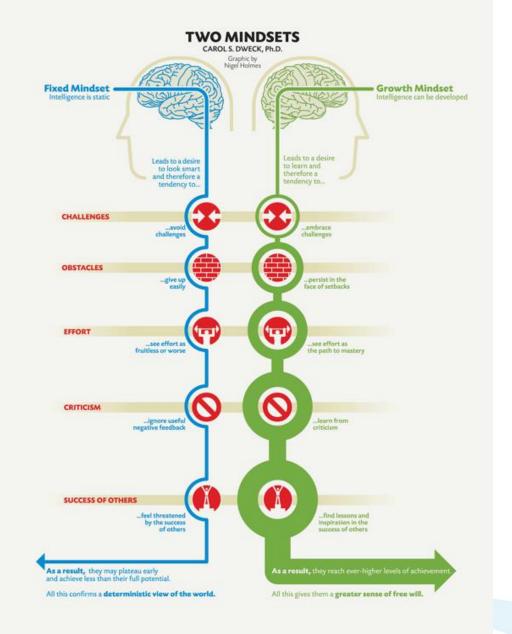
- Ask yourself and your team:
 - What is our organization's mission?
 - How does it connect to our daily practices?
 - How does the mission impact our culture?



Fostering Curiosity and Continuous Learning

- Growth Mindset
 - Lead by Example
 - "What is growth to you?"
 - Personalized Growth Opportunities







Curiosity: Inspiring Action with Questions

- Stimulate Thinking and Problem Solving
- Learn about Employee's Learning Style
 - Visual, Auditory, Reading/Writing, Kinesthetic





Finding the Right Fit

- Prioritize Curiosity to Learn and Adapt
- Know What the Role Truly Needs
- Ensure Cultural Alignment



Strategies to Inspire & Motivate

Foster Collaboration

Open Communication

Shared Values



5 Levels of Leadership by John C. Maxwell





Open Communication

• Open Door Policy

• Variety of Methods

Learn about People's Passions



Values

•	Acceptance	•	Commitment	•	Discipline	•	Grace	•	Leadership	•	Reflective	•	Structure
• 7	Accomplishme	n•	Common sense	•	Discovery	•	Gratitude	•	Learning	•	Respect	•	Success
	t	•	Communication		Drive	•	Greatness	•	Liberty	•	Responsibility	•	Support
	Accountability		Community	•	Effectiveness	•	Growth	•	Logic		Restraint	•	Surprise
	Accuracy		Compassion	•	Efficiency	•	Happiness	•	Love		Reverence	•	Sustainability
/ • • · ·	Achievement		Competence	•	Empathy	•	Hard work	•	Loyalty		Rigor		Talent
•	Adaptability	•	Concentration	•	Empower	•	Harmony		Mastery		Risk		Teamwork
•	Alertness		Confidence	•	Endurance	•	Health		Maturity		Satisfaction	•	Temperance
•	Altruism		Connection	•	Energy	•	Honesty	•	Meaning	•	Security	•	Thankful
•	Ambition	•	Consciousness		Enjoyment	•	Honor	•	Moderation	•	Self-reliance	•	Thorough
•	Amusement	•	Consistency	•	Enthusiasm	•	Норе		Motivation		Selfless	•	Thoughtful
	Assertiveness		Contentment	•		•	-	•		•		•	Timeliness
•	Attentive		Contribution		Exploration Expressive		Humility Imagination		Openness Optimism		Sensitivity Serenity		Tolerance
	Awareness				Fairness		0		Order		Service		
	Balance		Control				Improvement						Toughness
	Beauty		Conviction	•	Family	•	Independence	•	Organization	•	Sharing	•	Traditional
	Boldness		Cooperation	•	Famous	•	Individuality	•	Originality	•	Significance	•	Tranquility
		•	Courage	•	Fearless	•	Innovation	•	Passion	•	Silence	•	Transparency
	Bravery Brilliance	•	Courtesy	•	Feelings	•	Inquisitive	•	Patience	•	Simplicity	•	Trust
		•	Creation	•	Ferocious	•	Insightful	•	Peace	•	Sincerity	•	Trustworthy
	Calm	•	Creativity	•	Fidelity	•	Inspiring	•	Performance	•	Skill	•	Truth
•	Candor	•	Credibility	•	Focus	•	Integrity	•	Persistence	•	Skillfulness	•	Understanding
•	Capable	•	Curiosity	•	Foresight	•	Intelligence	•	Present	•	Smart	•	Uniqueness
•	Careful	•	Decisive	•	Fortitude	•	Intensity	•	Productivity	•	Solitude	•	Unity
•	Certainty	•	Decisiveness	•	Freedom	•	Intuitive	•	Professionalism	n •	Spirit	•	Valor
•	Challenge	•	Dedication	•	Friendship	•	Irreverent	•	Prosperity	•	Spirituality	•	Vigor
•	Charity	•	Dependability	•	Fun	•	Joy	•	Purpose	•	Spontaneous	•	Vision
•	Cleanliness	•	Determination	•	Generosity	•	Justice	•	Quality	•	Stability	•	Vitality
•	Clear	•	Development	•	Genius	•	Kindness	•	Realistic	•	Status	•	Wealth
•	Clever	•	Devotion	•	Giving	•	Knowledge	•	Reason	•	Stewardship		
•	Comfort	•	Dignity	•	Goodness	•	Lawful	•	Recognition	•	Strength		



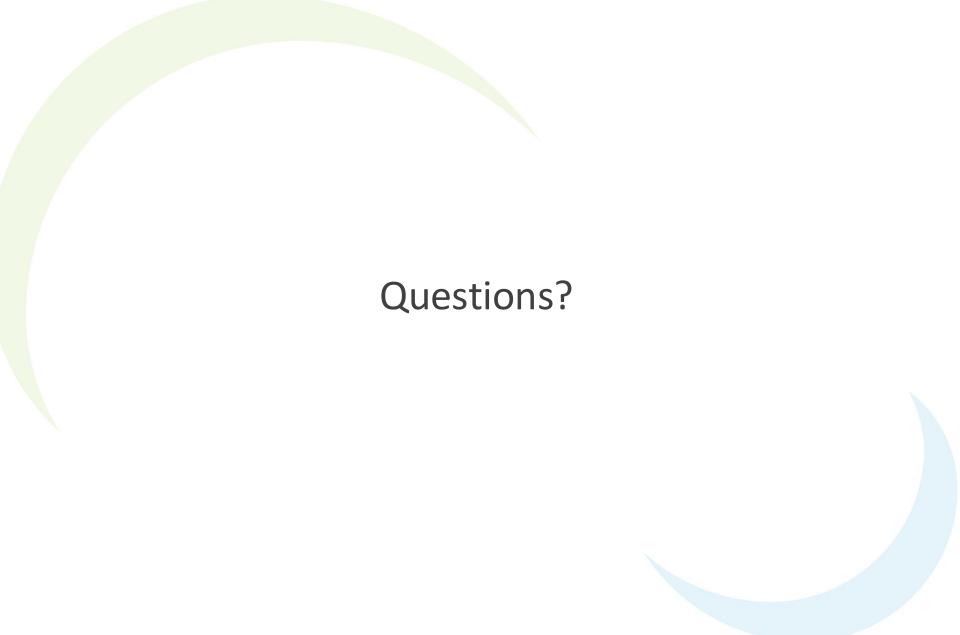
Exploring Actionable Techniques

- Inspire, Motivate, and Engage Employees
- Promote Ownership
- Create Opportunities for Growth
- Enhance Team Performance













- **Growth Mindset:** https://www.penbridgeschool.org.uk/learn-with-us/growth-mindset/
- Learning Styles: <u>https://www.techlearning.com/news/busting-the-myth-of-learning-styles</u>
- 5 Levels of Leadership John Maxwell
- Values list Scott Jeffrey "7 Steps to Discovering Your Core Values"

