

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

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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

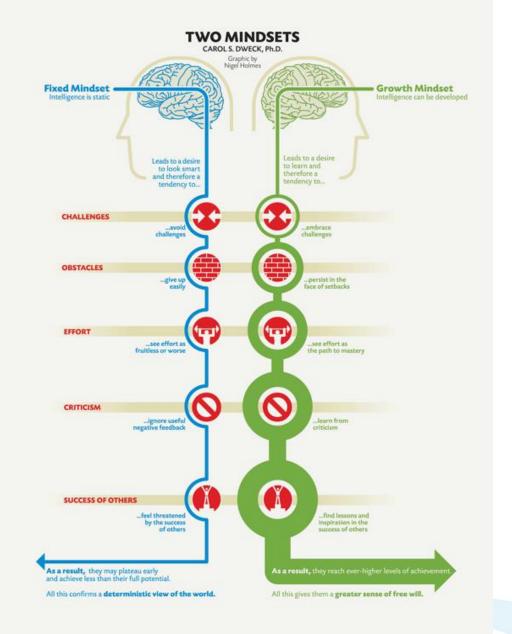
- Ask yourself and your team:
 - What is our organization's mission?
 - How does it connect to our daily practices?
 - How does the mission impact our culture?



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 | | |
| | | | | | | | | | | | | | |



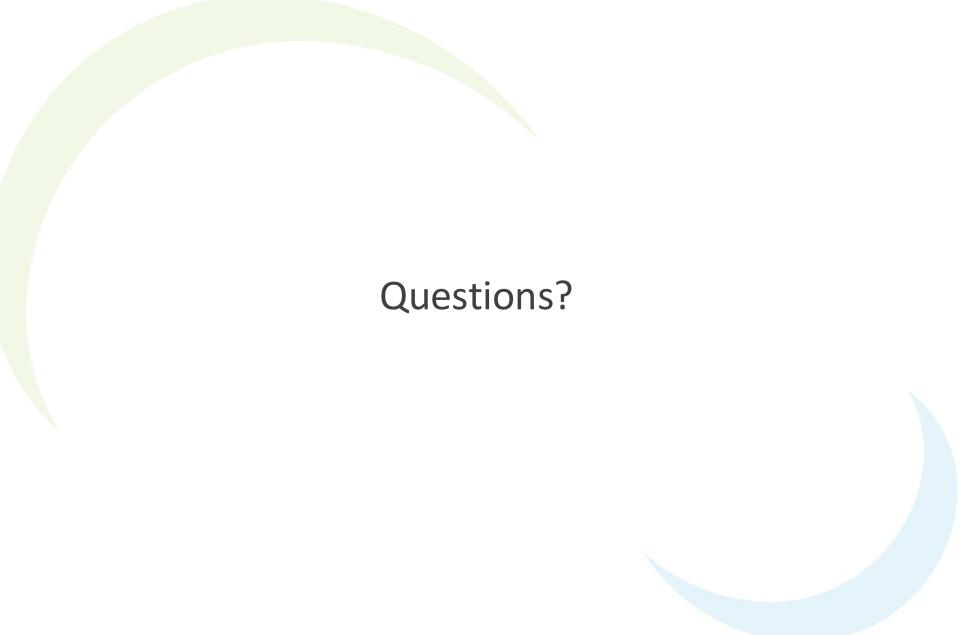
Exploring Actionable Techniques

- 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"

