

# Transnational leadership programme between Germany and Canada

Increasing Innovation through Leadership in public funded Expert-Organisations – Finding a road to resilience...

## Background

The many challenges in health care today create a special need for advanced effective leadership strategies (Stoller 307 -28; 876-78). Leadership development in healthcare includes principles of competency-based development, interdisciplinary, team learning and continuous assessment (Leatt and Porter 14-31). Progressive health systems that invest in leadership development for the entire senior management team will have the more significant return on investment in terms of organisational effectiveness (Leatt and Porter 14-31).

There have been a range of networks and programmes develop related to education involving specific aspects of healthcare such as technology assessment (Kristensen et al. 107-16) and interprofessional education (Liaskos et al. 543-547), as well medical practice (Williams, Blomkalns, and Gibler 203-09; Wilkerson and Irby 387-96; Schwartz and Pogge 187-92; Poorman and Mastorovich 142-43; Kristensen et al. 107-16). Additionally, a range of pedagogical strategies have been proposed (Wilkerson and Irby 387-96; Kumm and Fletcher 82-89; Jones and Sackett 204-08; Grossman 72-75; Copp 236-41; Burdick et al. 414-21). One of the most innovative to date has been the AFWI<sup>1</sup>, which is provided a contemporary approach to the translation and mobilisation of scientific knowledge into practice an the Transnational leadership Programme (TNLP) (Bomke 66-69).



## Method

Once established, the international relationship initiated a three-year programme implementation phase. This phase required identification of participants, definition of roles, curriculum outline, timelines, processes, objectives and goals. In situ across the programme a continuous reflective process was enacted for the purpose of feedback and goal correction at each step. The implementation process involved three international excursions and a summative symposia.

## Results

The programme was well accepted within the health service networks of both countries. Participants were able to use the programme to enhance

local projects designed to innovate and improve service delivery, which were component prerequisites and goals of their roles in the leadership programme. Furthermore, the international context was identified as a highly useful and novel learning space. While all aspects of the project were conducted in English, the fact that English was not the first language for half the group resulted in the simplification of concepts and principles that were to be communicated within and between groups and within and between the different professions of the participants.

Last but not least, the programme is the base of the ongoing prevention-initiative in the palatine region, called "Die Pfalz

macht sich/Dich stark – Wege zur Resilienz“ (The Palatinate region braces itself/you – building a road to resilience). Resilience is not only a matter of each individual it must be realized on all social levels (Bomke, Kendall-Taylor and Cawthorpe 2014; Bomke and Kendall-Taylor 2014). Enterprises, schools and communities should also promote mental health as a preventive measure and network their activities. So the group around the Pfalzlinkum uses a socio-ecological and multi-agency approach. Together with experts from medicine, health, work and social policy the initiative looking for ways to promote a sustainable change towards prevention in the health system in the Palatinate and are cooperating closely with international initiatives, such as the Centre for Early Child Development, Blackpool and the think tank Framework Institute, Washington, D.C. The vision is to build a resilient Palatinate until 2025 where mental health will be high on the citizens’, enterprises’ and politicians’ agenda.

### Conclusions

- 1 The requirement to simplify language in the international context was directly related to the ability to simplify language and concepts in the communication of innovation within the responsible organisation.
- 2 The international context also highlighted leadership is a learning process related to both others and the self.
- 3 The international context provided an atmosphere that was directly related to the ability of participants to identify foci for innovation, strengths and weaknesses within their own organisations.

4 The long-term nature of the programme was a cornerstone of its success in relationship to participants’ realising their organisational goals and objectives and to improve the social skills of the participants.

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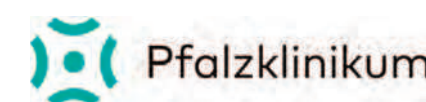
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<sup>1</sup> Alberta Family Wellness Initiative; <http://www.albertafamilywellness.org/>



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