North West Local Health Integration Network
Leadership Award Guidelines

The North West LHIN Integration Network is now inviting nominations for the **2018 Leadership Award.**

The North West LHIN Board of Directors will confer up to five awards of recognition in Leadership that fall into one of the following categories:

1. Exceptional/Commendable Approach to Collaboration/Partnership
2. Exceptional/Commendable Stakeholder Engagement
3. Exceptional/Commendable Practice in Diversity and Inclusion
4. Exceptional/Commendable Practice in Value Creation
5. Distinguished Contribution Award

This award is presented to an individual, team or organization, otherwise known as "Health Service Providers" (HSPs) that are funded by the North West LHIN, or are Service Provider Organizations working with home and community care, and have demonstrated exceptional leadership within the health care system in the North West LHIN. The awards provide an opportunity for the LHIN to acknowledge those individuals, teams or organizations that have contributed to the advancement of health system transformation in the North West LHIN.

To nominate an individual, team or organization(s) for an award, please download the award nomination form from the North West LHIN website www.nwlhin.on.ca. The form includes everything you need to complete about the nomination; including the award category.

About The Award
This award provides an opportunity for health service providers to recognize an individual, team or group who have made a significant contribution to the health care system in the North West LHIN.

Eligibility (Who Can Be Nominated?)
Individuals, teams or organizations nominated for the award must be from a funded organization under the North West LHIN, or a Service Provider Organization working with North West LHIN home and community care. Nominees must have, within the past three years demonstrated leadership at the Local Health Hub Level; Integrated District Network Level or Regional Level within the North West LHIN.

Nominations (Who Can Submit Nominations?)
Nominations can be submitted by an individual, team or sponsored by an organization that is a funded health service provider within the North West LHIN or a Service Provider Organization working with North West LHIN home and community care. The nomination form requires executive sponsor sign off. Nominations must be submitted to the North West LHIN Board Chair – attention Gil Labine, Board Chair.

The winners will be selected by the Governance and Nominations Committee of the Board in October, 2018. The final approval will be done by the North West LHIN Board of Directors.

To submit a nomination, please complete the Nomination Form and return it to the North West LHIN by **September 28, 2018**.

To submit a nomination package, include the following:

- Completed Nomination Form
- Letter of nomination from one or more health service providers funded by the North West LHIN or a Service Provider Organization working with North West LHIN home and community care.
- A brief description (maximum 1500 words) with evidence that outlines the key achievements of the individual, team or organization(s); that addresses all the specific criteria outlined under the categories listed on the nomination form. The summary must also include a description of how the individual, team or organization(s) meets the specific criteria and what differentiates the individual or organization as "the most exceptional/commendable" individual, team or organization for this leadership award. The submission should include a narrative (not more than 1500 words) of not only what was achieved, but how it was achieved through collaborative efforts with health system partners. Indicate how the system change was sustained and the outcomes achieved to date. Please include any relevant documentation as attachments.

What are the Leadership Award Categories and Criteria?

The following are categories and criteria for the Leadership Award. Please choose only one category for this nomination.

1. Exceptional / Commendable Approach to Collaboration/Partnerships
    a. Innovative collaborative behaviours / actions to advance health system transformation and integration
    b. Integration of best practices through collaborative efforts at the system level
    c. Agility during change

   d. Efficiency (seek opportunities to reduce costs and maximize use of resources) and effectiveness (matches care to science)
   e. Performance excellence

2. Exceptional / Commendable Stakeholder Engagement
   a. Effectiveness of outreach activities leading to system change
   b. Level of responsiveness to stakeholder engagement and resulting impact to organization or health system
   c. Most improved individual/organizational at stakeholder engagement
   d. Highly engaged level of functioning at the board level
   e. Evaluation process that focuses on continuous quality improvement

3. Exceptional / Commendable Practice in Diversity
   a. Measurable diversity objectives evidenced in business practices
   b. Evidence of high level of competency and skills mix at strategic and governance level
   c. Robust talent management strategy
   d. Effective succession planning as evidenced by sustained momentum being maintained when key leaders leave the organization
   e. Connectedness between diversity and changes in organizational outcomes
   f. Evidence of focus on improving health outcomes for the population served

4. Exceptional / Commendable Practice in Value Creation
   a. Significant focus on person-centred care organizationally
   b. Evidence of significant performance improvement (organizational and/or system)
   c. Vigorous value creation to the health care system
   d. Adoption of innovative models/care delivery systems
   e. Effective strategy execution and sustainability of change
   f. Integration of governance principles into organizational culture
   g. Outstanding innovative approaches to health care financing/delivery that improves access and/or care coordination
   h. Evidence of a culture of quality and safety

5. Distinguished Contribution Award
   a. Significant contributions to advancing the health care system in the North West LHIN through
      i. Integration in accordance with Local Health System Integration Act, 2006 (Definition for integration: Back Office – IT, Finance, Quality, Safety, Human Resources; Services – Clinical, Medical, Physician, other; Administrative – Management, Staff; Board – Governance).
      ii. Cross sector collaboration
      iii. Outstanding corporate governance (i.e. collaborative and/or generative governance)

iv. Individual contribution in public health care administration, health care delivery and/or initiatives to improve the health status of the population served
v. Transparency: Lack of hidden agendas and conditions, accompanied by the availability of full information required for collaboration, cooperation, and collective decision making.