

## Talent Management Overview

### Participants:

Approx. 10 people (Sample composition described below)

- 2 Senior or Chief Residents
- 2 Junior Faculty or Professional Staff Members
- 1 faculty member in the first or second year of a leadership position
- 1 mid- career faculty member in a new leadership position
- 1 senior faculty member taking on a strategic leadership position
- 1 basic scientist
- 1 Distributed Medical Education faculty member

### Requirements:

Participants must...

- be identified by a leader in the Department
- be willing to self -assess their competencies in reference to the competencies described in the Talent Management process keeping in context their career aspirations and goals
- develop and enhance their leadership competencies in order to enhance foundational competencies or take on a significant leadership role e.g. Emerging leader role or Strategic leadership role

#### Competencies:

- Self Awareness/Emotional Intelligence,
- Communicate and Engage Effectively,
- Build Collaborative Relationships, Coalitions and Strategic Partnerships
- Inspire, Achieve and Innovate
- Teaching/Development of Self and Others
- Transform and Lead to the Future
- Manage Resources

Note: For a complete description of these competencies please refer to [https://www.londonhospitals.ca/departments/medical\\_affairs/prof\\_staff/learning/PSLeadershipCompetencies.php](https://www.londonhospitals.ca/departments/medical_affairs/prof_staff/learning/PSLeadershipCompetencies.php)

- be mentored on leadership skills from the Chair/Chief or senior leader
- complete a stretch exercise to practice leadership skills
- would work with their Chair\Chief or other senior leader (e.g. decanal member, Program Director, Division or Site Chief) to develop a plan on which competencies they would like to enhance or develop over the coming year
- must set goals for the year using the SMART method (Specific, Measureable, Attainable, Realistic and Timely)
- stretch assignments must be completed before by December 31, 2014.

- must be willing to meet with the fellow participants and the Advisory Committee 3-4 times over the course of the project.

**Example Stretch Assignments:**

- Developing a proposal to augment the existing training program to include value-added training skill sets that would ultimately meet the needs of the changing job market
- To develop a proposal and implementation plan for cross-specialty learning rounds for residents/ students in acute care programs
- Creation of an official Mentorship Program for incoming Postgraduate Year 1 Residents in my program
- Develop a co-ordinated mental health service for transitional youth and young adults between the ages of 16-25.
- To develop a proposal and implementation plan to revise the Residency program

The call for nominations will begin November 15, 2013 and applications will be due December 31<sup>st</sup>, 2013., 2012.

Participants will be announced at the Talent Management Conference on January 28, 2014, at the Lamplighter Inn.

Please complete the Talent Management Application form located on the Medical Affairs website.

[https://www.londonhospitals.ca/departments/medical\\_affairs/prof\\_staff/resources/Talent%20Management/TalentManagement.php](https://www.londonhospitals.ca/departments/medical_affairs/prof_staff/resources/Talent%20Management/TalentManagement.php)