







2017- Talent Management Application

Description:

The Talent Management Program is an opportunity for approximately 10 faculty members (clinical, dentistry and basic science) and professional staff (midwives and dentists) to grow and develop with colleagues interested in leadership development. It provides the opportunity to be mentored from senior leaders and to apply leadership skills/competencies to a specific project picked by you.

Surname:	Given Name:	
Position:	Schulich Department\Hospital:	
Department:	Hospital (if applicable):	
Name of Chair/Chief:	Name of Mentor (if different from Chair/Chief)	
Number of years at LHSC, St. Joseph's Hospital, Schu	lich Medicine & Dentistry, a distributed medical	
education site or Lawson Health Research Institute:		
(If you have had multiple appointments please indicate the number of years at each site.)		
Site: Years:		
Site: Yea	Years:	
Site: Years:		
Are you currently holding a leadership position (eg. Site Chief, Division Chief, Program Director,		
Assistant/Associate/Vice Dean, Principal Investigator etc.)		
Yes No		
If yes, please indicate position held		
Please provide a brief description of your interest in the Talent Management program as a statement of		
intent. What are you hoping to achieve?		
Please provide a brief description of your stretch assignment:		
□ I have discussed this stretch assignment with my leader and it is in alignment with our department		
goals.		

Leadership Competencies			
Self -Awareness and Emotional Intelligence	Communicate and Engage Effectively		
Inspire, Achieve, and Innovate	Develop Self and Others		
Transform and Lead to the Future	Manage Resources		
Build Collaborative Relationships, Coalitions and Strategic Partnerships			
List the two competencies that you are interested in developing and that you will focus on during the			
Talent Management Process.			
1.	2.		

Please refer to the professional leadership competency document at the following website: https://www.londonhospitals.ca/departments/medical_affairs/prof_staff/learning/documents/DraftProfessionalStaffCompetenciesNov21.2011v10followingSteeringCmteOctober2011.pdf

Successful applicants are expected to participate in the following:

- Complete a stretch assignment
- Meet with their mentor at least once per month
- Attend with their mentor the Advisory Committee at least three times
- Complete at least 80% of a leadership curriculum based on the leadership competencies
- Complete two other activities (eg courses) on their own leadership competency development
- Present at the Annual Talent Management Conference

<u>Possible</u> funding sources for your stretch assignment can be obtained through your department funding, Mini Fellowships, Professional Staff Organization and department funding. Applicants are also encouraged to look to alternative and/or external sources for funding.

The call for applications will begin March 3, 2017 and applications will be due March 31, 2017

Applications should be sent to Dr. Jim Calvin (James.Calvin@lhsc.on.ca) and Dr. Robin Walker (Robin.Walker@sjhc.london.on.ca), Co-Chairs of the Talent Management Advisory Committee and will then be reviewed by the Talent Management Advisory Committee.

The leadership program will begin Spring 2017.

I have read and understand the requirements, timelines and responsibilities of the Talent Management Process

Signature of Applicant:	Date:	
Signature of Mentor:	Date:	

Note: Please include an abbreviated CV with your application.