

2015-2016 Talent Management Application

Description:

The Talent Management Program is an opportunity for approximately 10 faculty members (clinical 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):

1. Name and Role of Your Senior Leader and Mentor: (e.g. Physician, Basic Scientist, Dentist, Midwife)

2. Number of years at LHSC, St. Joseph's Hospital, Schulich 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:	Years:
Site:	Years:

3. Are you currently holding a leadership position (e.g. Site Chief, Division Chief, Program Director, Assistant/Associate/Vice Dean, Principal Investigator etc.)

Yes ☐ No ☐

If yes, please indicate position held.....

4. Please provide a brief description of your interest in the Talent Management program as a statement of intent. What are you hoping to achieve?

5. 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.

Name of leader

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

6. Please refer to the professional leadership competency document at the following website: List the two competencies that you are interested in developing and that you will focus on during the Talent Management Process.

1.

2.

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 a leadership curriculum based on the leadership competencies
- Complete two other activities (eg courses) on their own leadership competency development

Possible funding sources for your stretch assignment can be obtained through the department fellowship 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 **November 21, 2014** and applications will be due **December 31, 2014**.

Applications should be sent to Dr. Margaret Steele (Margaret.Steele@schulich.uwo.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 names of the individuals will be presented at the launch of the Talent Management Initiative at the Talent Management Conference **January 30, 2015**.

The leadership program will begin **January, 2015**.

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.