



TO: Chair and Members of the Governance Committee

FROM: Christopher Mackie, Medical Officer of Health / CEO

DATE: 2019 March 21

2019 BOARD DEVELOPMENT

Recommendation

It is recommended that the Governance Committee:

- 1) Receive Report No. 005-19GC re: “2019 Board Development” for information; and*
- 2) Recommend that the Board of Health approve the “Leading Through Transition/Change Management” session delivered by Your Latitude as a 2019 Board development opportunity.*

Key Points

- Board orientation activities included: on-site training, team presentations at scheduled Board meetings, and the Annual Service Plan (ASP) submission to increase knowledge about the Ontario Public Health Standards and Middlesex-London Health Unit programs and services.
- The session “Leading Through Transition/Change Management,” offered by [Your Latitude](#), was deemed an appropriate Board development activity for 2019.
- A half-day workshop can be offered for Board of Health members before the end of June 2019.

Background

In accordance with [Policy G-370 Board of Health Orientation and Development](#), Board of Health members are expected to participate in an orientation and development opportunities that are based on priorities identified in the Board of Health Self-Assessment. Members of the Governance Committee had the opportunity to review the 2018 Board Self-Assessment survey findings ([Report No.005-18GC](#)) at the Committee’s meeting on June 21, 2018. Staff reviewed the discussion and proposed learning opportunities at the September 20, 2018 Board of Health meeting.

2019 Board Orientation

On January 24, 2019, an initial on-site orientation was provided to support onboarding of new Board members. The session, attended by new and existing Board members, as well as the Senior Leadership Team, included preliminary information about the Health Unit’s operations and governance. In addition, each team at the Health Unit will present an overview of its structure, programs, and services at monthly Board of Health meetings. The presentations are scheduled to take place before the end of June. The purpose of these presentations is to acquaint new Board members with the management team and orient Board members on the work performed by teams across the Health Unit.

Further orientation was provided to Board members during the budget process, allowing members to increase their knowledge of the Ontario Public Health Standards and Health Unit programs via a review of the submission of the Annual Service Plan (ASP). The ASP includes comprehensive descriptions and indicator tools for each of the Health Unit’s public health programs. The ASP reporting templates, completed by program managers, comprised the basis for the financial model for allocation of full-time employees (FTE) and program revenues and expenditures.

Change Management Workshop

At the September 20, 2018 Board of Health meeting, the “Leading Through Transition/Change Management” workshop, facilitated by Laura Cole of Your Latitude, was selected as the professional development activity for 2019. This workshop will identify the stages of organizational transition and how to effectively manage change when it happens from a governance perspective. MLHU staff and management participated in similar training session toward the end of 2018 and early 2019. The workshop, delivered by Your Latitude, will be consistent with the education that MLHU staff and management have already received regarding change management.

The Health Unit will undergo significant changes over the next two years, including a move to a new location and implementation of software that will introduce changes to work processes and policies. Because Board of Health members represent one source of support for employees in making these changes, a change management workshop was deemed by the Board of Health to be an appropriate professional development activity for 2019.

Next Steps

To complement the orientation activities, it is recommended that the Board proceed with the “Change Management/Leading Through Transition” session facilitated by Your Latitude. This professional development opportunity can be offered as a half-day session for Board of Health members before the end of June 2019.

This report was prepared by the Healthy Organization Division.



Christopher Mackie, MD, MHSc, CCFP, FRCPC
Medical Officer of Health / CEO