

BCHS EMERGING LEADERS PROGRAM

Frequently Asked Questions

What is the BCBS Emerging Leaders Program?

The Emerging Leaders Program is a strategic development initiative aimed at cultivating leadership potential among high-performing and aspiring leaders.

Through targeted learning experiences, participants will strengthen core leadership capabilities and behaviours essential for success in leadership roles. This program equips future leaders to navigate evolving challenges, foster innovation and building psychologically safe, high performing teams to support positive patient outcomes.

Five Modules:

- ① Leading and Knowing Self
- ② Leading and Engaging Others
- ③ Leading Through the Tough Stuff
- ④ Leading Change and Navigating Systems
- ⑤ Yeah But....So What? Now What?

What are the expectations of the program and time commitment?

The Emerging Leaders Program involves a **six-month commitment** and includes:



20 hours of classroom time



Approximately 3-4 hours of mentorship



Engaging in activities that support learning (minimum of 1 ½ hours) such as self-development inventories, self-reflection and self-directed learning



Planning and development of a Learning in Action presentation

When will the program start?

The first cohort of the BCHS Emerging Leaders Program will begin in 2026.

Participants must be able to attend every session.



Who are the facilitators and mentors of the program?

The Emerging Leaders Program has been developed by Organizational Development (OD) in collaboration with a Core Committee comprised of stakeholders from Diversity, Equity, Inclusion, and Belonging (DEI-B), Quality and Risk, Professional Practice and other clinical experts. The program is facilitated by Tanya McDonald (OD) and subject-matter expert Sarah Shackleton (Change Lead).

The Emerging Leaders mentors have been selected for their strengths in leadership, quality improvement, and mentoring/coaching. The mentors have been involved in the program development and have a passion for supporting learning. Mentors for the program are: Lisa Keefe, Julie Childerhose, Cindy Hayward-Dale, Raj Sharma, Amy Griesser, Angela Burke, Sarah Shackleton and Tanya McDonald. You can learn more about each of them through their bios on www.bchsys.org/emergingleaders.

Participants will be thoughtfully matched with a mentor based on their interests, learning goals and mentor availability.

What are the eligibility criteria for the program?

To be eligible for the program you must:

- ✓ Exemplify BCHS's mission, vision and values
- ✓ Demonstrate leadership skills and a commitment to ongoing learning and development
- ✓ Have completed the BCHS Building Bridges Program (Formerly the Preceptor Program)
- ✓ Obtain leader approval
- ✓ Be available to attend all five sessions
- ✓ Complete an online Expression of Interest

What if I haven't completed the Building Bridges Program?

In order to be accepted to the Emerging Leaders Program, you must first complete the Building Bridges Program. If you haven't completed it, no problem, we run the program monthly. Information about the program including dates of the in-person sessions is available at bchsys.org/emergingleaders, or by contacting Megan Vanrooy: megan.vanrooy@bchsys.org

How will I know if I am accepted?

After completing the expression of interest, the package will be screened to determine if the criteria have been met, and a list of candidates will be forwarded to the Emerging Leaders Core Committee.


Your leader will receive notification of the outcome of the application and will notify you. Should you not be approved, your leader will be advised of the reasons. You are eligible to apply for future cohorts, and it is an opportunity to collaborate with your leader to explore and minimize any gaps that will set you up for success in the future.

Will I get paid to attend?

You will be paid for the time spent completing the program up to a maximum of 20 hours.

Questions?

For more information, please contact Tanya McDonald, Senior Organizational Development Consultant:

 519-751-5544 ext. 2396

 tanya.mcdonald@bchsys.org



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BELOW FOR MORE
INFORMATION:**



bchsys.org/emergingleaders

Applications open
Monday, July 20, 2026

Deadline to apply:
Monday, August 10, 2026

