

# NAVIG8 Emerging Medical Leaders Program

An Update on Interior Health's Medical  
Leadership Development Program

IH Board of Directors  
December 4, 2024

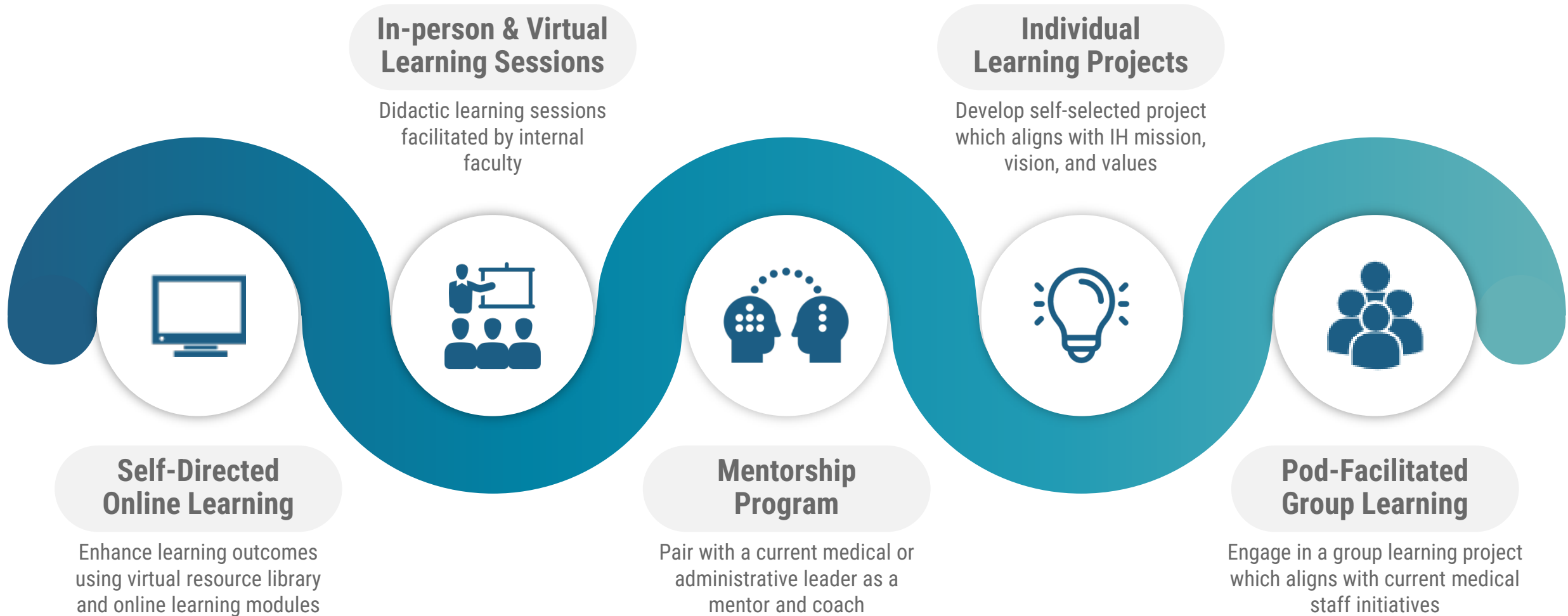
# Land Acknowledgement

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Interior Health would like to recognize and acknowledge the traditional, ancestral, and unceded territories of the Dăkelh Dené, Ktunaxa, Nlaka'pamux, Secwépemc, St'át'imc, Syilx, and Tŝilhqot'in Nations where we live, learn, collaborate and work together.



# NAVIG8 Primary Learning Components



# Building a Community of Medical Leaders



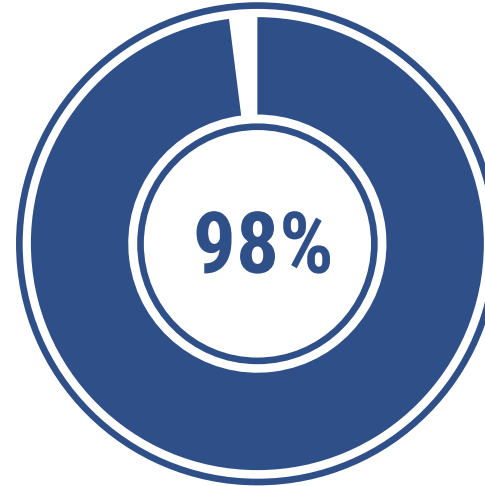
# Through the NAVIG8 Program I am...

% of respondents who  
**'Agreed'** or **'Strongly Agreed'** with the statement

Cohorts 1 & 2  
Average Aggregate Scores for  
Learning Sessions 1 – 8

## DEVELOPING LEADERSHIP SKILLS

Gaining specific skills and ideas  
that I can apply to my area of practice



## MASTERING ORGANIZATIONAL CHANGE

Improving my ability to lead change  
in my organization



## ENHANCING HA ENGAGEMENT

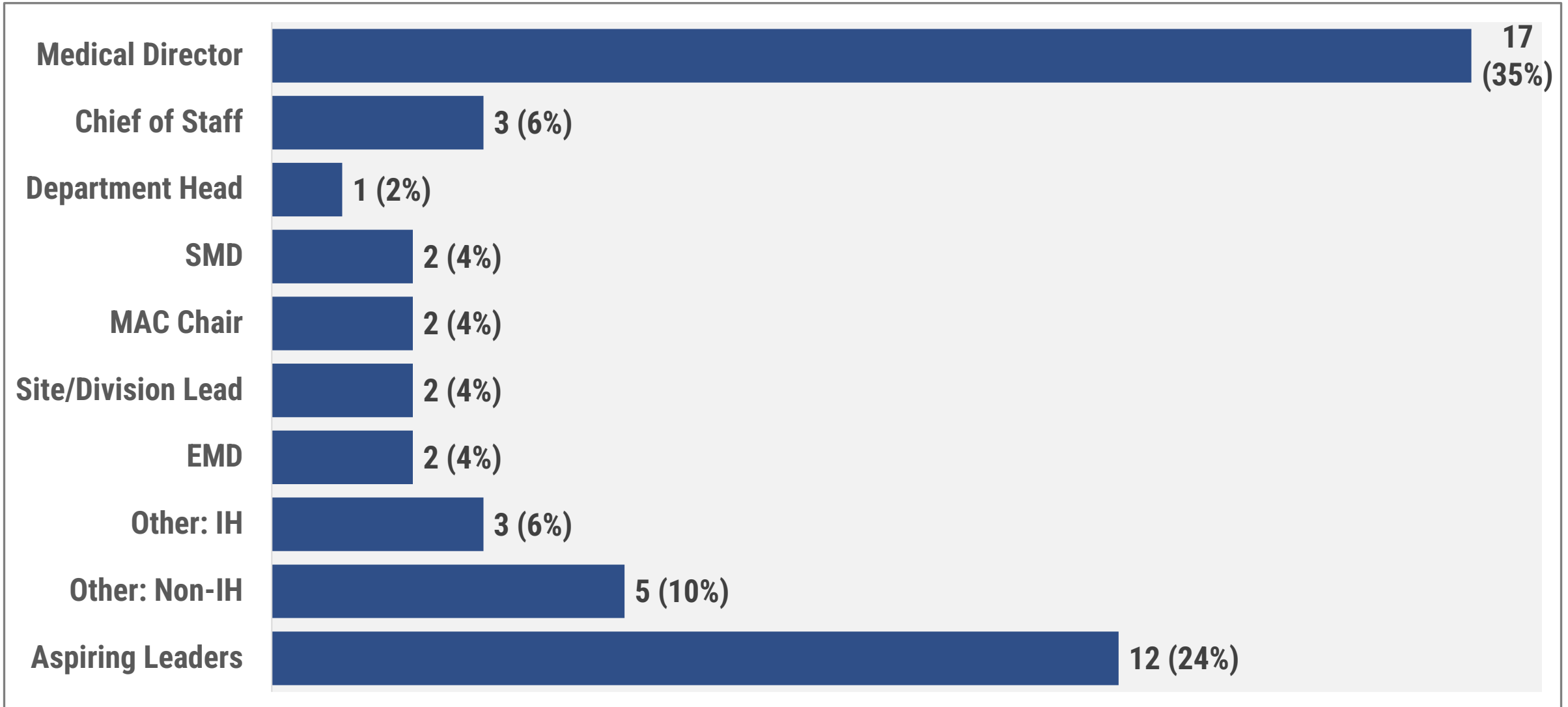
Improving my engagement  
with the health authority



## EXPANDING LEADERSHIP AWARENESS

Developing a deeper awareness of my own  
leadership strengths and development opportunities

# Leadership Pathways: Current Positions of Graduates







“

There is no question in my mind that the program is helping to transform me into a more confident and thoughtful leader. Networking with a group of my peers early on in the program was invaluable. I learned as much from my peers as from the speakers.

“

When I started this program I didn't think that I would ever be the type of person that would be able to inspire leadership in others or help mentor others in leadership positions. NAVIG8 has completely changed this. Others recognize the skills I have learned from NAVIG8 and are seeking me out to ask for advice and I feel that I have the tools to help them.



**NAVIG8 is great. The friendships and professional connections across the health authority are very valuable to learn from one another and advocate for each other. We are all in this together and trying to improve healthcare [...]**



**NAVIG8 gave me the confidence to lead and made me realize that although I am not the loudest voice in the room, my voice needed to be heard. The program left me feeling strong and energized.**





# Showcasing Impact:

## NAVIG8 Leadership Projects

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### Cohorts 1 & 2

#### **Creating a Culture of Continuous Improvement and Leadership Success**

(Community: Kamloops)

Creation of a standardized medical leader review to foster a culture of continuous improvement and leadership success.

#### **Establishing a Multidisciplinary Diabetic Foot Care Clinic**

(Community: Vernon)

Development of a new multidisciplinary Diabetic Foot Care Clinic with the goal to reduce amputation rates, hospital stays and the burden of the disease.

#### **The Impact of a Diversity, Equity & Inclusion Event on Gender Referral Bias**

(Community: Trail)

To assess the impact of a DEI physician education event on gender referral bias practices to Urology in the Kootenay Boundary region.

#### **Civility Matters**

(Community: Vernon)

Improve culture of a department by cultivating civility via focused learning sessions and use of discussion cards during team meetings.

# Next Steps: Advancements and Changes Ahead



## Advances in 2024

**Apr - Nov 2024**

Program content migration



- ✓ Transition Program Content to new Learning Management System (LMS)
- ✓ Alignment of NAVIG8 Leadership Projects with IH Priorities
- ✓ Reinvigorated Advisory Council

## Next Steps

**Jan 2025**

Nomination outreach



- Engage internal and external partners to nominate qualified candidates for Cohort 4

**Jun 2025**

Graduation celebration



- Honor the achievements of Cohort 3 participants with a formal graduation event

**Sep 2025**

Program launch



- Begin Cohort 4's leadership development journey

# Questions?

