

LEADERSHIP AND PROVISION OF HEALTH SERVICES IN FRENCH

TOPICS COVERED



A definition of leadership



Leadership and active offer



A few ways of exercising leadership



WHAT IS LEADERSHIP?

Showing leadership means influencing or motivating others, bringing them to contribute to fulfilling a vision or achieving objectives.

Simply put, leadership refers to such influence that mobilizes individuals, groups, communities and systems around achieving objectives that will lead to improved health. [Translation] (Centre de collaboration, p. 3)

Did you know?

To ensure sustained improvement in the provision of health services in French, Francophone minority communities need to rely on the leadership of health professionals.



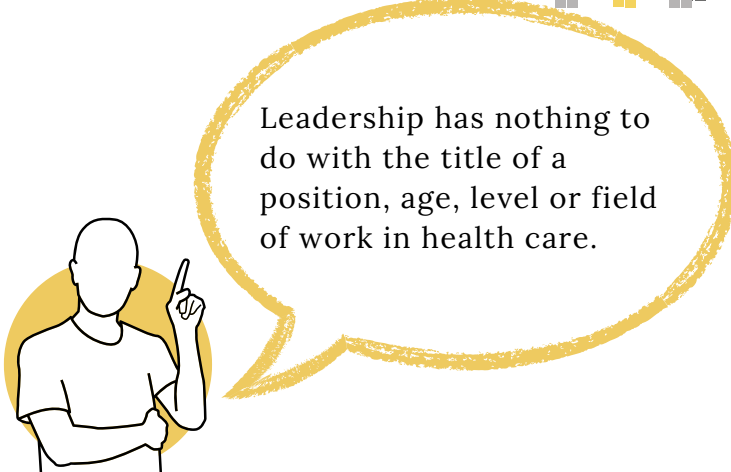
LEADERSHIP AND ACTIVE OFFER



Leadership is an important dimension of the active offer of French-language health services. In their workplace, newly hired Francophone health professionals will need to engage with colleagues who will not necessarily be aware of the rights, realities and life circumstances of Francophone minority communities. As a result, to ensure sustainable improvements in the provision of French-language health services, these professionals will be called upon to become agents of change and innovation in their environment.

→ (Lortie, Lalonde & Bouchard, 2012)

ANYONE CAN DEMONSTRATE LEADERSHIP



Leadership has nothing to do with the title of a position, age, level or field of work in health care.

People who show leadership in active offer are committed to a long term process that will have a ripple effect on their Francophone and Anglophone colleagues and on the community.



A FEW WAYS OF EXERCISING LEADERSHIP

- Identify as a bilingual professional.
- Demonstrate ongoing commitment to active offer.
- Show creativity and initiative with a view to improving active offer.
- Promote a culture of bilingualism in the workplace.
- Understand the direct link between the active offer of French-language services, the quality of these services and client safety.
- Have a positive influence on active offer in the workplace.
- Demonstrate pride in belonging to the Canadian Francophonie.
- Show respect for equity in terms of French-language care or health services.
- Be sensitive to the realities, challenges and rights of Francophone minority communities.
- Maintain or develop linguistic competencies in French.
- Become familiar with the French language spoken locally, expressions, accents, etc.
- Attach great importance to collaborative work and partnerships.

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