

CHAO 2011 Convention and Annual Meeting

Succession Planning

Passing the Torch of Leadership



September 28 to September 30, 2011
Courtyard by Marriott ~ Downtown Toronto



Catholic Health Association of Ontario

Association Catholique de la Santé de l' Ontario

THEME ~ *Succession Planning: Passing the Torch of Leadership*

Catholic health care in Ontario dates back to 1845 when two intrepid Catholic religious Orders established hospitals in Ottawa and Kingston. Throughout the intervening years, religious women led and, for much of that time, staffed Catholic health care institutions. As the numbers of religious women in health care declined, lay collaborators, who had worked closely with sisters, picked up the torch to keep Christ's healing ministry alive across the Province. Now, as many of the sister's successors reach retirement age, who will carry on the Catholic health care mission into the future? Without the advantage of learning through example and osmosis, how will these new leaders and practitioners understand the central importance of fidelity to mission? How will the new reality that is Ontario impact on how the Catholic health care mission is lived out? This Conference will explore these and other important questions as we look at *Succession Planning: Passing the Torch of Leadership*.

WHO SHOULD ATTEND?

The program of this Convention has been developed for the interest of persons involved at all levels of Catholic health care in long-term care and rehabilitation facilities, complex continuing care, psychiatric facilities, community services and hospitals. It will be of particular interest to persons in positions of leadership — sponsors, trustees, pastoral care providers, mission directors, quality coordinators and senior and middle management staff — and those aspiring to leadership positions in Catholic health care.

MAINTENANCE OF CERTIFICATION



CANADIAN COLLEGE OF
HEALTH LEADERS
COLLÈGE CANADIEN DES
LEADERS EN SANTÉ

Attendance at this program entitles certified Canadian College of Health Leaders members (CHE / Fellow) to 3.25 Category II credits toward their maintenance of certification requirement.

WEDNESDAY SEPTEMBER 28

4:00 pm

CHAO Town Hall Forum and Annual Meeting
Forum Focus: CHAO Organization Redesign

7:30 pm

Opening Ceremony and Welcome

8:00 pm

Opening Keynote – *Preparing to Pass the Torch*

Nick Bontis, PhD

Associate Professor/ Director, Undergraduate Programs Strategic Market Leadership and Health Services Management DeGroote School of Business, McMaster University



Combating the Biggest Threat Ever! Organizational Dementia

Baby-boomers carry a massive amount of know-how in their heads and are generally responsible for the smooth functioning of almost every organization. They hold a lifetime of experience and expertise, and soon they will simply walk out the door. Capturing this intellectual capital (brainpower of the organization) before the imminent threat of retirement is a crucial task for every manager. However, do Gen Xers and Gen Yers realize their role in sustaining the memory of every organization? Furthermore, does your organizational leadership appreciate that something must be done now instead of later? During this presentation you will learn:

9:00 pm

- How to turn this pending threat into an advantage
- What challenges lay ahead
- How to ensure a smooth transition
- Why various scenarios of knowledge loss affect performance in different ways
- What you can do to retain more critical knowledge in the face of major turnover

Chairperson's Reception

THURSDAY SEPTEMBER 29

Morning Theme: What Fuels the Flame of Catholic Health Care

7:30 am

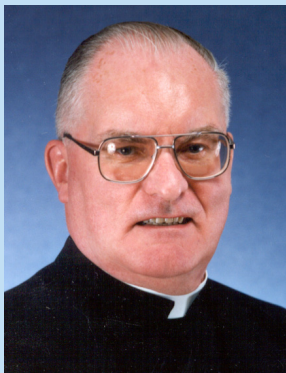
Continental Breakfast

8:45 am

Morning Prayer

9:00 am

Keynote Address ~ Fr. Frank Morrisey, OMI



Father Morrisey has spent much of his life teaching Canon Law at St. Paul University in Ottawa and has shared his experience and wisdom as a consultant to the Vatican, the Canadian Conference of Catholic Bishops, numerous religious communities and health care organizations throughout the world. Throughout his professional career, Father Morrisey has been able to combine both the theory and the practice of Canon Law. He has written over 200 articles in the areas of Canon Law, Canadian Church history, and Catholic health care. Father Morrisey has a particular gift in explaining Canon Law in terms the various audiences can understand.

Key Ingredients of Catholic Health Ministry: Mission, Values & Ethics

Fr. Frank Morrisey will look at the Canon Law criteria which identify an institution or a charitable work as Catholic. He will explore the relationship between the work and the representatives of the Church and consider what is meant by sponsorship of these works. Looking at the evolution of sponsorship models, Fr. Frank will show how canon law can adapt to changing situations. Finally, Father Frank will look at the duties of ministry leaders.

10:30 am

Break

11:00 am

Keynote Address ~ Hazel Markwell, BA(Hon.), MA, PhD, ThD



Hazel Markwell is the Director of the Centre for Clinical Ethics, a joint venture of Providence Healthcare, St. Joseph's Health Centre and St. Michael's Hospital, in Toronto. The Centre also provides ethics consultation services to eight other health care systems and hospitals. She is also the Director of Spiritual Care and Mission at St. Joseph's Health Centre and Director of Spiritual Care at St. Michael's Hospital. Her background includes Professor of Theology at Concordia University and Chaplain at Montreal Children's Hospital.

Faith Based Approaches to Ethics in a Multi-Cultural Environment: A Model of Democratic Inclusion

In many instances across the country, faith based health care providers are merging and/or taking over non faith based institutions (and vice

versa). This creates a number of challenges and questions relative to how Catholic health care providers ought to operate within a multi-cultural environment. At the same time, the management of healthcare institutions by the founding congregations is diminishing with the result that the role of the Board and Management relative to organizational ethics issues is becoming more crucial. In these instances, it is important that we raise questions as to how an institution lives its values, i.e., concretizes its mission and ethics, in a way that engages local communities and is inclusive and pluralistic without being relativistic. The changing situation also forces us to consider how hospital Boards and Management can continue the work of the Sisters in a different way while remaining true to their legacy. This session will provide a brief overview of the theological foundations which ground Catholic values and will suggest a model of “democratic inclusion” as a way of providing some practical guidelines for Boards and Management entrusted with continuing the legacy of the Sisters.

12:00

Lunch

Afternoon Theme:
Understanding, Embracing and Honouring Cultural and Religious Diversity While Keeping Catholic Health Care Alive and Well

1:30 pm



Keynote Address ~ Sr. Annelle Fitzpatrick, CSJ, Ph.D.

Sr. Annelle Fitzpatrick, CSJ, PhD, is an associate professor of sociology and behavioral medicine at St. John's University, College of Pharmacy and Allied Health Professions in New York. She served as vice president for mission for 15 years at the Central Medical Centers of New York and taught at St. Vincent's Hospital School of Nursing in New York City.

Many Faiths ~ One Mission

New immigration patterns are quickly changing the face of both the workforce and the patient population in Canada and the United States. From a once predominantly Judeo-Christian continent, North America is quickly becoming home to vast numbers of Muslims, Hindus, Buddhists and Sikhs. Statistics confirm that healthcare institutions are now one of the largest employers of immigrant labour. Throughout the USA and Canada therefore, it is not uncommon to find a Sikh physician, a Muslim pharmacist, or a Hindu nurse caring for a patient in a Catholic hospital or nursing home. As our workforce becomes more diverse, we must ask ourselves, “What do I know about the cultural and religious beliefs of my Muslim, Sikh and Hindu employees?” “What, if anything, do we have in common?” In this session, Sr. Annelle Fitzpatrick, Ph.D. will give a brief overview of the many points of synergy that Christians share with their Muslim, Hindu, Buddhist and Sikh neighbours. It is hoped that participants will come to a deeper awareness that while our faiths are many – our mission is one - as the work of caring for the sick, the poor and the elderly is seen as God's work – in all religious traditions.

3:45 pm

Eucharist

FRIDAY SEPTEMBER 30

9:00 am



Morning Reflection & Closing Speaker
with Centre for Clinical Ethics

Fr. Kevin O'Rourke O.P., J.C.D., S.T.M.

Fr. Kevin D. O'Rourke, a priest of the Dominican Order, Central Province, is founder and Professor Emeritus of the Center for Health Care Ethics at Saint Louis University Health Sciences Center. A respected voice in medical ethics and Church teaching, Fr. O'Rourke has served as a consultant for the first Vatican Commission on Health Care Affairs. At present, he is a member of the Neiswanger Institute for Bioethics & Health Policy at the Stritch School of Medicine, Loyola University Chicago. A widely published writer, Fr. O'Rourke is the author of *Reasons for Hope: The Laity in Catholic Health Care Facilities* and co-author of several volumes on medical ethics including *Health Care Ethics: A Theological Analysis* with Benedict M. Ashley, O.P. and Jean deBlois, CSJ, PhD.

Bioethics: A Post Modern Fad or Moral Necessity?"

Bioethics is a comparatively new discipline. It seems the profession of medicine survived without it for hundreds of years. What does bioethics add to the profession of medicine? Is it an essential element or simply a modern appendage? What does it add to patient care? What is its moral worth? These questions will be considered in the analysis offered by Kevin O'Rourke.

POST CONVENTION ETHICS CONFERENCE ~ SEPTEMBER 30

Affirming an Ethic of Care: *Healthcare as a Moral Endeavour*



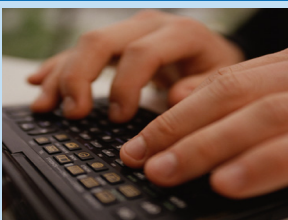
The Centre for Clinical Ethics (a shared service of Providence Healthcare, St. Joseph's Health Centre and St. Michael's Hospital) will host an Ethics Conference on Friday September 30 at the Courtyard by Marriott-Downtown Toronto Hotel.

Those who register to the CHAO Convention will be accorded a reduced registration fee to attend this Conference. This year a special effort has been made to continue the theme of Quality in the program of the Ethics Conference. Consequently, participants in the CHAO Convention should consider registering for the Ethics Conference. The full program will be available in the near future. If you wish to attend the conference please

contact Linda Sullivan at the Centre for Clinical Ethics (sullil@stjoe.on.ca; 416-530-6750). Please note that the first session of this Ethics Conference and the last session of the CHAO Convention will be a joint presentation.



***New this year* ~ ONLINE REGISTRATION**



To register on-line for the CHAO convention and/or to book your stay at the Courtyard by Marriott-Downtown Toronto, please click on the following link:

<http://www.formstack.com/forms/?1090703-5dMAc1yBm2>

Catholic Health Care in Ontario

We care for you ~ body, mind and spirit

On prend soin de vous ~ cœur, corps et esprit®

*A unique blend of care
and caring*



Catholic health care delivers a unique blend of care and caring centred on the whole person – body, mind and spirit. We are dedicated to enriching the care experience for all those we serve, as we live out the values of compassion, dignity and respect – inspired by the healing ministry of Jesus. Drawing on the strength of our culture and our dedication to being a voice for our communities, inclusive of all those in need, we remain committed to building vibrant collaborative partnerships in the advancement of innovative, quality and effective health care.

Sponsor - Catholic Health Corporation of Ontario • Waypoint Centre for Mental Health Care • Pembroke Regional Hospital

• St. Joseph's Care Group - Thunder Bay • St. Joseph's General Hospital Elliot Lake

• St. Joseph's Health Centre /Centre de Santé de St. Joseph Sudbury • St. Joseph's Villa /Villa St-Joseph Sudbury

• Providence Healthcare Toronto • St. Joseph's Health Centre, Toronto • St. Michael's Hospital Toronto

• Soins Continus Bruyère/Bruyère Continuing Care Ottawa • St. Patrick's Home of Ottawa Inc. • Marianhill Inc. Pembroke

• Mariann Nursing Home Richmond Hill • Hôpital de Mattawa Hospital • Providence Care Kingston • St. Joseph's at Fleming Peterborough

Sponsor - Catholic Health International • St. Joseph's Continuing Care Centre Cornwall

• Hotel Dieu Hospital Kingston • Hotel Dieu Shaver Health and Rehabilitation Centre St. Catharines • Hotel Dieu-Grace Hospital Windsor

Sponsor - St. Joseph's Health System • St. Joseph's Health Centre Guelph • St. Mary's General Hospital Kitchener

• St. Joseph's Healthcare Hamilton • St. Joseph's Villa Dundas • St. Joseph's Lifecare Centre Brantford • St. Joseph's Home Care

Sponsor - St. Joseph's Health Care Society • St. Joseph's Health Care London

• St. Joseph's Health Services Association of Chatham Inc. • St. Joseph's Hospice Sarnia

Other Active Members • Assembly of Catholic Bishops of Ontario **Associate Members** • Sisters of Charity of Ottawa

• Sisters of St. Joseph of Toronto • Sisters of St. Joseph of Sault Ste. Marie • Sisters of Providence of St. Vincent de Paul Kingston

• Grey Sisters of the Immaculate Conception • St. Elizabeth Health Care Toronto

• Copernicus Lodge Toronto • Catholic Women's League Ontario Provincial Council

• Catholic Family Services Hamilton • Good Shepherd Centre Hamilton



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