

Doctors Nova Scotia

Physician Leadership Development Program

Overview

The Physician Leadership Development Program (PLPD) focuses on creating a community of physicians in Nova Scotia who have the skills and leadership capacity to become effective, collaborative healthcare leaders both now and in the future. Doctors Nova Scotia (DNS) leads the program in partnership with the CMA's Physician Leadership Institute (PLI). The PLPD is supported with guidance and direction from the DNS Advisory Committee made up of representatives from Nova Scotia Health, IWK Health Centre, and Dalhousie Medical School.

Through this program, you will have the opportunity to:

Connect with your peers: connect with colleagues across the province in person and virtually to learn from each other and collaborate on real Nova Scotia healthcare challenges.

Develop skills you can put into practice right away: learn practical leadership skills to affect positive and sustainable change within your team or organization.

Strengthen your sphere of influence: explore and apply strategies and tactics to influence and advocate for positive change within your team or organization.

Develop the skills to lead inclusively: develop practical approaches to build a culture of wellness and belonging within your teams. Foster skills to encourage curiosity, self-awareness, and perspective-seeking.

Access thought leaders: access thought leaders through fireside chats, working with project sponsors, and networking with interested parties in health care and leadership to enrich your knowledge, skills, and network.

Enhance self-awareness through coaching: deepen your self-awareness and capacity through individual and team coaching support.

Program Elements

- **Curriculum** - The program includes in-person leadership sessions led by [Dr. Mamta Gautam](#) and [Scott Comber, Ph.D.](#) Core leadership topics include systems thinking and complexity, decision-making in leading change and innovation, inclusive leadership, resilience, and influencing people and teams.
- **Coaching** - Fire Inside Leadership coaches work with you throughout the program to strengthen your self-awareness and leadership capacity, using 360-degree feedback as well as individual and group coaching.
- **Physician Learning Projects** - Projects are introduced at the beginning of the program, with topics aligned to relevant healthcare challenges in Nova Scotia to support the application of learned skills. Teams meet throughout the program to collaborate, share insights, and reflect on their experiences as they integrate and apply the program curriculum into their projects.
- **Accreditation** - The program is approximately 100 – 110 learning hours pending accreditation by the Royal College of Physicians and Surgeons of Canada (MOC) and the College of Family Physicians of Canada (Mainpro+).

Selection Process for Participants and Onboarding

- 24 participants will be selected through an application process developed by the program's partners and advisors.
- Successful applicants will be onboarded from June – August followed by a program orientation in September. Program modules will be held from October through May with and will include pre-module work and group work between modules.

See Appendix A for DRAFT 2026-27 Program Schedule (Cohort #8)

Module	Theme	Date/Est. Time	Learning Outcomes
Orientation	<i>Welcome and overview</i>	Friday, September 25, 2026 12:00 - 5:00 pm (TBC)	Introduction to the program, overview of program expectations, and an introduction to coaching.
Module 1	<i>Introduction to LEADS in a Caring Environment, Emotional Intelligence (EQ), Healthcare Lean Canvas and Design Thinking</i>	Friday, October 23, 2026 8:30 am – 4:00 pm (TBC) Saturday, October 24, 2026 7:30 am – 3:30 pm (TBC)	Leadership development is a process of self-awareness, self regulation and self development. This module will help you to identify your leadership style and assess your strengths and vulnerabilities. You will explore the dimensions of emotional intelligence required for effective leadership. We will introduce the Healthcare Lean Canvas and Design Thinking as frameworks to explore your Physician Learning Projects.
Module 2	<i>Systems thinking, complexity, and decision making</i>	Friday, November 27, 2026 12:00 pm – 6:00 pm (TBC) Saturday, November 28, 2026 7:30 am – 3:30 pm (TBC)	How can leaders continuously work to improve healthcare outcomes? In today’s challenging landscape, it’s important to know how to approach and solve complex problems. You will learn tools and methods to make more effective decisions in complex environments.
Module 3	<i>Leading change and transition</i>	Friday, January 22, 2027 12:00 pm – 6:00 pm (TBC) Saturday, January 23, 2027 7:30 am – 3:30 pm (TBC)	In a fast-paced healthcare environment, the ability to lead and manage change is critical. Distinguishing between change leadership, change management, and understanding the process of transition is essential, as change often generates fear and resistance. We will draw on evidence-based research and explore the levers that impact organizational change. We’ll look at how to garner support for your change initiative and prepare your organization, department, or team to successfully execute and sustain change.
Module 4	<i>Inclusive leadership</i>	Friday, February 19, 2027 12:00 pm – 6:00 pm (TBC) Saturday, February 20, 2027 7:30 am – 4:00 pm (TBC)	Inclusive leadership leads to improved outcomes, including creativity, innovation, and better decision-making. You will explore the connection between inclusive leadership, psychological and cultural safety, and wellness, while developing practical skills to assess team effectiveness, and foster trust, belonging, and inclusive practices that strengthen organizational culture and patient care.
Module 5	<i>Influencing people, teams, and systems</i>	Friday, April 2, 2027 12:00 pm – 6:00 pm (TBC) Saturday, April 3, 2027 7:30 am – 4:00 pm (TBC)	A healthcare leader with influence can impact decisions, access resources, and make connections across teams. You will learn the skills to influence and build partnership and coalitions to help meet your objectives. You will learn how to craft clear and effective messages, improve your advocacy skills, and build confidence, allowing your message to reach your audience with impact.
Module 6	<i>Project presentations and graduation</i>	Friday, April 30, 2027 11:45 am – 6:00 pm (TBC) <i>Followed by a graduation dinner</i> Saturday, May 1, 2027 8:30 am – 2:30 pm (TBC)	This session provides an opportunity to present your Physician Learning Project to colleagues and program sponsors, consolidate key program learnings, and complete the program. You will reflect on individual and group experiences and review your learning to identify next steps in your leadership practice.