



# Atlantic Summer Institute on Healthy & Safe Communities

*Promoting Child & Youth Mental Health: Engaging All Generations*

## CURRICULUM PATHWAYS 2016

**Curriculum #2:** “Strengthening Leadership for Healthy Communities: Across Genders and Generations”

**Objective:** To increase capacity for leadership that affirms and promotes mental health across all genders and generations and strengthens our networks to create change.

### **PROGRAM DESCRIPTION:**

This workshop series will introduce concepts and tools that can be used by both established and emerging leaders to understand and address the relationship between gender, diversity, and mental health across generations. It will provide information and opportunities for reflection on the ways in which gender, diversity, age, and mental health intersect to affect the potential for effective leadership. It will identify tools for leaders to promote and protect their own mental health and to foster mental health across genders and generations. Participants will work in small groups to explore the concepts and practice using the tools presented by the workshop facilitators.

### **Learning Objectives**

After completing four interactive two-hour modules, participants will:

1. Have a better understanding of leadership, including:
  - a. How gender, age, and other aspects of diversity affect our understanding of leadership;
  - b. How gender, age, and other aspects of diversity affect leadership opportunities and approaches to leadership;
  - c. The role of mental health in leadership across genders and generations.
  
2. Know more about factors that have shaped their own leadership journeys and those of other established and emerging leaders, including:
  - a. The impact of gender roles and expectations on mental health and leadership;
  - b. The importance of mentoring across genders and generations to support and promote mental health among leaders;
  - c. The ways in which experiences of leadership and mental health needs may change over time or be different across generations.
  
3. Know more about networks and their role in healthy leadership, including:
  - a. How to identify different kinds of networks and the ways in which they contribute to or interfere with mental health and leadership;

- b. How to assess existing networks;
  - c. How to grow networks that support mental health among leaders across genders and generations.
4. Develop a personal and collective vision for healthy leadership, including:
- a. Evaluating how gender, diversity, and mental health could better inform approaches for practicing and advancing healthy leadership;
  - b. Identifying personal goals for practicing healthy leadership;
  - c. Identifying community goals for fostering healthy leadership across gender and generations.

### **Workshop 1: Thinking about healthy leadership**

Leaders run our world – in government, in the corporate sector, and in communities. We have only to listen to the news to hear about “good” and “bad” leaders and we may often encounter both in our own lives. What do we mean by leadership? Who gets to be a leader and why? In the first workshop, participants will have an opportunity to develop a preliminary portrait of leadership and to explore how gender, age, and other aspects of diversity may affect our understanding of and opportunities to lead in ways that foster mental health. We all possess leadership skills but many of us face barriers to taking on leadership roles. This workshop will explore those barriers.

### **Workshop 2: Practicing and promoting healthy leadership**

Some of us want to be leaders while others find themselves thrust into leadership roles. In either case, the leadership journey is often strewn with challenges as well as rewards. We may be confronted by opposition or expectations that affect our mental health. We may find it difficult to strike a balance between the demands of work and the rest of our lives. In the second workshop, participants will have an opportunity to reflect on the role of gender, age, and others aspects of diversity in their leadership journeys, with particular attention to factors that support or compromise mental health. Participants will also explore the importance of and opportunities for mentoring across genders and generations.

### **Workshop 3: Networks that work for collaborative leadership**

While the phrase, “it’s lonely at the top”, has become a cliché, it is true nonetheless. According to a Stanford University report on corporate leadership published in 2013, “Nearly two-thirds of CEOs do not receive outside leadership advice, but nearly all want it.” The report focused on how isolation can compromise the health of businesses, but isolation also puts the health of leaders themselves at risk, regardless of whether they are established or emerging leaders, work in government, industry, or community. Further, research indicates that gender, age, and other aspects of diversity can compound isolation. Networks are an invaluable source of leadership advice and support, but not all networks are created equal. In the third workshop in the series, participants will have an opportunity to learn about different kinds of networks and the ways in which they may advance or hinder healthy leadership across genders and generations. Participants will also assess their own networks and explore strategies for developing networks that promote and foster healthy leadership.

### **Workshop 4: Envisioning healthy leadership**

Management and leadership are often discussed in the same breath, as if they are the same thing. But they are not. According to Anne McMurray, a gender and leadership consultant in Ireland, “Leaders develop vision, set the direction for the future, and motivate people to engage positively in the strategies and plans to make it happen. Managers organize and execute the plans, operationalize people and resources within time frames, to meet quality standards and achieve results.” In many small organizations, leaders may have to fulfil multiple roles – planning organizational strategy in the morning and developing a work plan or balancing the books in the afternoon. But it is important to keep in mind that vision and mentoring are key components of leadership. In the

fourth and final workshop, participants will have an opportunity to revisit their original portrait of healthy leadership and to develop a renewed or revised vision for practicing and advancing healthy leadership in their own lives as well as across genders and generations.

## **FACILITATORS:**

**Barbara Clow** is an independent consultant and an expert in gender, health, and equity. She has a PhD and many years of experience undertaking research and developing curriculum in this field. In her previous positions, as Executive Director of the Atlantic Centre of Excellence for Women's Health, Halifax and Associate Professor Research in the Faculty of Health Professions at Dalhousie University, Halifax, Barbara led a rich program of research and publication on diverse aspects of women's health and well-being, including such subjects as the role of gender in the HIV/AIDS pandemic, the gendered dimensions of health care reform in Canada, the effects of lone parenting, unpaid caregiving work, and food insecurity on women, and the determinants of African Canadian women's health. She has also designed and delivered workshops on many different topics and was the principal author of a web-based curriculum on sex- and gender-based analysis. In her business, Barbara Clow Consulting, she continues to work on important topics related to gender, health and equity, such as an analysis of the relationship between gender, weight stigma, and mental health.

**Jillian Kilfoil** joined the Girls Action team in November 2012 as National programs coordinator. She is an activist and facilitator originally from PEI. Jillian has studied political science, gender studies and adult education at Saint Francis Xavier University in Nova Scotia. Previous to Girls Action she worked with Katimavik, a national youth volunteer service program from 2007 to 2012 and during that time she developed and coordinated projects throughout the Atlantic and Quebec region. Jillian strongly believes in collaborative approaches to learning and discovery to increase critical thinking in the hopes of creating systems change in society. She is an organizer and feminist who strongly believes in the popular education and anti-oppression approaches utilized by Girls Action.

**Patsy Beattie-Huggan**, BN, MScN is the founder and President of The Quaich Inc., a PEI based health promotion and consulting company that provides innovative, client-centred, and comprehensive services across a diversity of sectors. She holds a Bachelor of Nursing from the University of New Brunswick and a MSc in Nursing and Health Studies from the University of Edinburgh, Scotland. Patsy has a broad background in nursing education and health system redesign, and is firmly committed to building capacity within communities. Her creative work in health promotion, including leadership to the development of the Circle of Health, has been widely recognized. She has served as consultant to many provincial, national and international breast cancer projects, and has been instrumental in the delivery of the Atlantic Summer Institute on Healthy and Safe Communities. Patsy's commitment to contributing to the evolution of caring, compassionate communities has led her to explore innovative and collaborative approaches to working with organizations.