

# Shared Leadership One Year Later

September 28, 2017

Just over a year ago Rachel de Kemp, Vice President Patient/Resident Services & Chief Nursing Executive, Randy Shaw Vice President Corporate Support Services and I took on the challenge of shared leadership between Almonte General Hospital and Carleton Place & District Memorial Hospital.

For us, the past twelve months have been busy, challenging and exciting. Each of us has had to learn a new organization. Randy and I have gotten to know the CPDMH and its community while Rachel has learned all about the AGH and the people it serves.

With tremendous help from our teams that support Senior Management and the Medical Staffs we have worked hard to find the right balance of time on site in each organization without spending all day driving up and down Highway 29. We don't have it perfect yet, but we're trying hard as we believe in the importance of face-to-face time with our staff, physicians, volunteers, patients and families.

Another thing we've learned is just how much paper one person can carry around in their car!

The leaders and staff in each organization have also had to get used to a new way of working with us, including more communication by telephone and email than in the past. It has been a year of learning for them too and we thank all of them for their patience and flexibility.

As I've said before, one of the greatest benefits of working in both places is the opportunity to see best practices in each organization which can be shared with the other. We have already acted upon many opportunities to improve procedures, processes and policies and to implement additional shared resources.

The Boards of Directors are also working more closely together. One of their important initiatives is developing new strategic directions for the two hospital corporations that will be launched soon.

During the stakeholder consultations that informed the upcoming strategic plan we heard a lot about the value and potential of the Mississippi River Health Alliance as well as strong encouragement to keep going. Much of what we have done in the first year has been laying the groundwork for more collaboration in the future.

As shared leaders, we are excited about what we have experienced in our first year and look forward to moving both organizations forward together in the year to come.

*Mary Wilson Trider is the President & CEO of Almonte General Hospital and Carleton Place & District Memorial Hospital*