

From your health sciences library a recommended reading list – December 2024

The leadership issue number 4



Agile

1. Ignatius A. **I had help writing this.** Harv Bus Rev 2024:epub ahead of print [abstract](#)
2. Liao J, Zhu F. **How to avoid the agility trap.** Harv Bus Rev 2024:epub ahead of print [abstract](#)

AI

3. Ennis-O'Connor M, O'Connor WT. **Charting the future of patient care: a strategic leadership guide to harnessing the potential of artificial intelligence.** Healthc Manage Forum 2024;37(4):290- [abstract](#)
4. Heimans J, Timms H. **Leading in a world where AI wields power of its own.** Harv Bus Rev 2024;102(1):71- [abstract](#)
5. Wilson HJ, Daugherty PR. **Embracing Gen AI at work.** Harv Bus Rev 2024:epub ahead of print [abstract](#)

Climate care

6. Martins FP, Paschoalotto MAC, Closs J, Bukowski M, Veras MM. **The double burden: climate change challenges for health systems.** Environ Health Insights 2024:epub ahead of print [abstract](#)

Communication

7. Denham-Smith D. **5 strategies to help you manage resentment for a colleague.** Harv Bus Rev 2024:epub ahead of print [abstract](#)
8. Gallo A. **How to master conflict resolution.** Harv Bus Rev 2024:epub ahead of print [abstract](#)

Employee engagement

9. Burris E, Thomas B, [Sodhi K](#), Klinghoffer D. **Turn employee feedback into action: know what to listen for – and how to respond.** Harv Bus Rev 2024:epub ahead of print [abstract](#)
10. Spielman R. **The CEO of NatureSweet on what happens when you champion workers.** Harv Bus Rev 2024:epub ahead of print [abstract](#)

Ethics corner

Shapiro GK, Tong E, Nissim R, Zimmermann C, Allin S, Gibson JL, et al. **Perspectives of Canadian health leaders on the relationship between medical assistance in dying and palliative and end-of-life care services: a qualitative study.** Can M Assoc J 2024;196(7):E222- [abstract](#)

Equity, diversity, inclusion and belonging

11. Gupta A. **A simple exercise to help you check your biases.** Harv Bus Rev 2024:epub ahead of print [abstract](#)
12. Hewlett SA. **The new rules of executive presence.** Harv Bus Rev 2024;102(1):134-[abstract](#)
13. Lee-Foon NK, Brown A, Reid RJ. **Shifting gears: creating equity informed leaders for effective learning health systems.** Healthc Manage Forum 2024;37(3):156-[abstract](#)

See end of reading list for news from the **Canadian Centre for Diversity and Inclusion**, and at this [link](#)

The interview

- 14.Schwartzberg J. **How to answer “Why should we hire you?” in an interview.** Harv Bus Rev 2024:epub ahead of print [abstract](#)

Leading with humanity (transformational leadership)

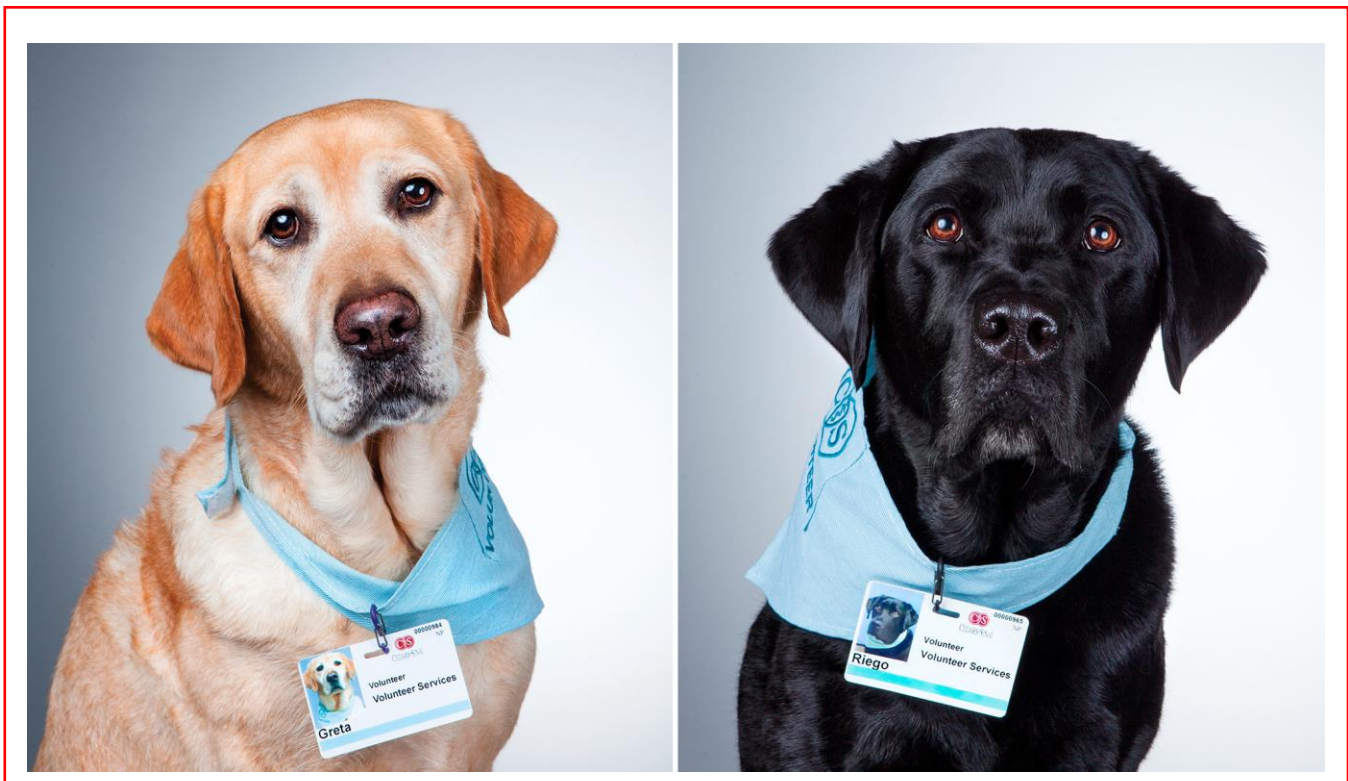
- 15.Ahmed Z, Ellahham S, Soomro M, Shams S, Latif K. **Exploring the impact of compassion and leadership on patient safety and quality in healthcare systems: a narrative review.** BMJ Open Qual 2024:epub ahead of print [abstract](#)
- 16.Bhatti S, Bale S, Gul S, Muldoon L, Rayner J. **The impact of leadership style in team-based primary care – staff satisfaction and motivation.** BJGP Open 2024:epub ahead of print [abstract](#)
- 17.Jackman L. **Harmonizing leadership: blending transactional and transformational styles in pharmacy practice.** Can J Pharm 2024;157(4):171- [link](#)
- 18.Knight R. **6 essential leadership skills – and how to develop them.** Harv Bus Rev 2024:epub ahead of print [abstract](#)
- 19.Lavoie-Tremblay M, Boies K, Clausen C, Frechette J, Manning K, Gelsomini C, et al. **Nursing leaders’ perceptions of the impact of the Strengths-Based Nursing and Healthcare Leadership program three months post training.** Int J Nurs Stud Adv 2024 [abstract](#)
- 20.Nohria N. **Leaders must react: a framework for responding to unforeseen events.** Harv Bus Rev 2024:102(1):50- [abstract](#)
- 21.Quinn R, Crane B, Thompson T, Quinn RE. **Why real time leadership is so hard.** Harv Bus Rev 2024;102(1):56- [abstract](#)
- 22.Wadhwa H. **Leading in the flow of work.** Harv Bus Rev 2024;102(1):42- [abstract](#)

Making things happen

- 23.Cozma I. **Do you really need a big career change?** Harv Bus Rev 2024:epub ahead of print [abstract](#)
- 24.Jackman L. **Cultivating courage: interview with an established leader in an innovative practice.** Can Pharm J 2024:157(1):18- [link](#)
- 25.Pirson M, Hicks D, Yemiscigil. **How does dignity fit into your leadership?** Harv Bus Rev 2024;epub ahead of print [abstract](#)
- 26.Rice E, Mashford-Pringle A, Qiang J, Henderson L, MacLean T, Rhoden J, et al. **Frameworks, guidelines, and tools to develop a learning health system for Indigenous health: an environmental scan for Canada.** Learn Health Syst 2024:epub ahead of print [abstract](#)

27. Smith CL, Fisher G, Dharmayani PNA, Wijekulasuriya S, Ellis LA, Spanos S, et al. **Progress with the Learning Health System 2.0: a rapid review of Learning Health Systems' responses to pandemics and climate change.** BMC Med 2024;22(1):131- [abstract](#)

Resilience and compassion



28. Cappelli P, Nehmeh R. **HR's new role: in this tight labor market, cost cutting is out: championing employee concerns is in.** Harv Bus Rev 2024: epub ahead of print [abstract](#)

29. Gavett G. **Your employees are also caregivers. Here's how to support them.** Harv Bus Rev 2024: epub ahead of print [abstract](#)

30. Howick J, de Zulueta P, Gray M. **Beyond empathy training for practitioners: Cultivating empathic healthcare systems and leadership.** J Eval Clin Pract 2024;30(4):548- [abstract](#)

31. Zaki J. **How to sustain your empathy in difficult times.** Harv Bus Rev 2024;102(1):63- [abstract](#)

The stress toll

32. Gavett G. **An anxious person's guide to managing anxiety.** Harv Bus Rev 2024: epub ahead of print [abstract](#)

33.Gautam T. **3 ways to temper your hypervigilance at work.** Harv Bus Rev 2024:epub ahead print [abstract](#)

Teams

34.Brady T, Nohria N. **Tom Brady on the art of leading teammates.** Harv Bus Rev 2024:epub ahead of print [abstract](#)

35.Dawson A, George K. **New rules for teamwork: collaboration is more complex than ever – and more difficult to get right.** Harv Bus Rev 2024:epub ahead of print [abstract](#)

36.Jazaleri H, O'Neill O. **When expressing gratitude to employees, timing matters.** Harv Bus Rev 2024;epub ahead of print [abstract](#)

37.Van Bavel J, Kriska L. **4 research-backed ways to help your team collaborate better.** Harv Bus Rev 2024:epub ahead of print [abstract](#)

The performance appraisal

38.Howard R. **High performers need feedback too.** Harv Bus Rev 2024:epub ahead of print [abstract](#)

Balance

39.Clark M. **A workaholic's guide to reclaiming your life: six strategies for finding better balance.** Harv Bus Rev 2024:epub ahead of print [abstract](#)

If you would like to have any of these articles in full text please email lindsay.ogilvie@sjhcg.ca



December 2024



As we close out 2024, the work of diversity, equity, inclusion, and accessibility (DEIA) stands at an inflection point. During my recent travels across Canada participating in anti-racism and DEIA-related events, I met with leaders and practitioners navigating the growing politicization and polarization around DEIA. One conversation particularly struck me—a dedicated advocate shared how they balance their passion for this work with the very real challenge of burnout. Their story reflects a truth many of us feel: while DEIA work is critical, sustaining ourselves and encouraging others to join us is essential.

On December 3, for International Day of Persons with Disabilities, we'll release [a special podcast episode](#) featuring Angela Bonfanti, CNIB's first female President and CEO. Angela shares her leadership journey, CNIB's innovative work, and practical steps we can all take to foster accessibility and inclusion. This episode is a reminder of the resilience and creativity that guide us through uncertain times. I encourage you to listen, share, and bring her insights into your own work.

CCDI's 2025 offerings reflect our ongoing commitment to advancing inclusion and equity. From the CCDI UnConference in March to a new series of webinars designed to empower organizations, these initiatives underline the vital role we play in supporting DEIA practitioners and fostering meaningful change. I'm incredibly proud of what we've accomplished together and look forward to the progress we'll achieve in the year ahead.

As we step into 2025, I'm hopeful. This inflection point challenges us to collaborate, innovate, and push for lasting change. Together, we can turn this moment into a movement and build a future where inclusion is more than just a goal—it's our shared reality.

In solidarity,
Anne-Marie Pham
CEO



In a world where identities intersect in complex ways, the need for comprehensive diversity, equity, inclusion, and accessibility (DEIA) initiatives has never been more critical. On March 5-6, 2024, for two half-days, CCDI UnConference 2025 will bring together HR leaders, DEIA professionals, and diversity advocates to address fostering belonging through an intersectional framework that will strengthen the very fabric of DEIA initiatives across Canadian workplaces.

Elevate your visibility at CCDI UnConference 2025 and showcase your commitment to diversity, equity, inclusion, and accessibility through sponsorship.

[**Download the UnConference brochure**](#)



See Different winter DEI youth workshops

Principles of DEI Certificate

January 10 and January 17, 2:00 - 4:30 p.m. ET

We're thrilled to announce that registration is now OPEN for our first 2025 Principles of DEI Certificate cohort—designed for individuals! Through two virtual workshops, youth in Canada aged 15-26 can dive deep into diversity, equity, and inclusion and gain valuable credentials.

Encourage the youth in your network to sign up and start the journey toward becoming a DEI leader in their community.

Share the registration link here



Aging beyond stereotypes:
Shaping a new story for the third act

Blog

In Western society, the most influential medium perpetuates a negative or unrealistic view of aging. In this blog, Mitzi Murray, Founder and former Executive Director of Third Action Film

Festival, examines the predominantly negative, vulnerable and dull image of seniors. Mitzy challenges filmmakers and media to present the positive aspects of aging and the unique opportunities aging offers for growth and purpose.

[Read the blog](#)

Upcoming webinars

December 3 at 1 p.m. ET

[Removing barriers to accessibility and inclusion – Panel](#)

December 3 at 1 p.m. ET

[Éliminer les obstacles à l'accessibilité et à l'inclusion – Table ronde](#)

December 12 at 1 p.m. ET

[Partageons notre histoire de DÉIA en 2024 : une conversation avec l'équipe du CCDI](#)

Diversity calendar

[Universal Human Rights Month \(International\)](#)

1 – 24: [Advent](#)

24 (sundown) - Jan 2: [Chanukah / Hanukkah](#)

26 - January 1: [Kwanzaa](#)

1: [World AIDS Day](#)

2: [International Day for the Abolition of Slavery](#)

3: [International Day of Persons with Disabilities](#)

5: [International Volunteer Day](#)

6: [The National Day of Remembrance and Action on Violence against Women](#)

6: [St. Nicholas Day / Feast of Saint Nicholas](#)

8: [Bodhi Day / Rōhatsu](#)

8: [Pansexual Pride Day](#)

10: [Human Rights Day](#)

13: [Saligrah / Saligrah Khushiali / Aga Khan's Birthday](#)

DECEMBER						2024
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

- 16: [Day of Reconciliation](#)
- 18: [International Migrants Day](#)
- 20: [International Human Solidarity Day](#)
- 21: [Winter Solstice](#)
- 21: [Yule / Winter Solstice](#)
- 24: [Christmas Eve](#)
- 25: [Christmas Day](#)
- 26: [Boxing Day](#)
- 26: [Zartosht No-Diso / Death of Prophet Zarathustra](#)



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[THRIVE Child Development Centre](#)



Canadian Centre for Diversity and Inclusion | Centre canadien pour la diversité et l'inclusion
2 Carlton Street, Suite 820 | 820 - 2, rue Carlton
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