



Leading Healthy Workplaces



Leadership Effectiveness through Accountability and Development

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**Leading
Healthy
Workplaces**

Thanks to...

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Creating Healthy Workplaces

Environmental Scan

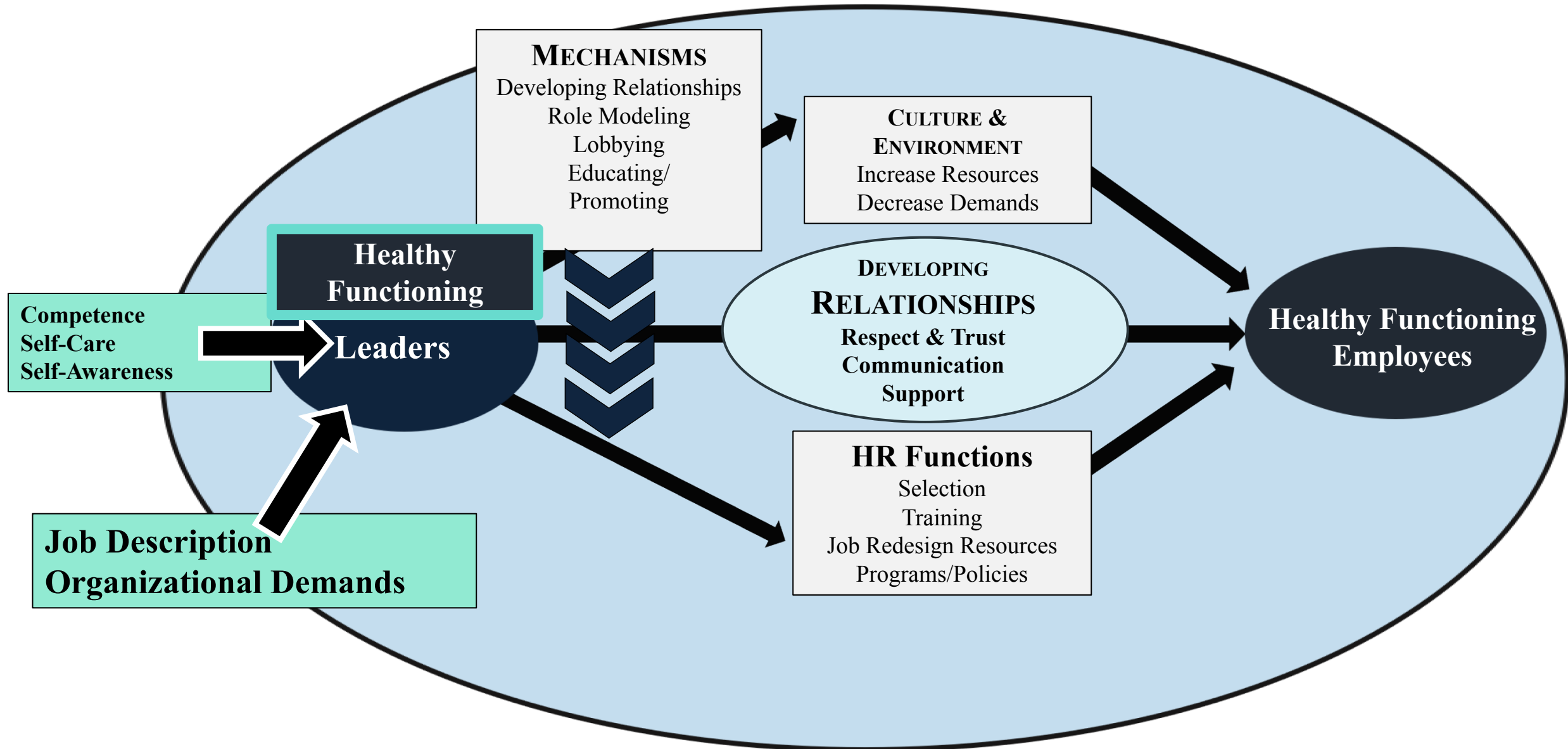
**1. Support
Individuals**

**2. Strengthen
Groups**

**3. Develop
Leaders**

**4. Create
Healthy
Organizations**

Leading Psychologically Healthy Workplaces



Leadership Development





Developing effective leaders can be:

- expensive
- time-consuming
- inaccessible

(Antonakis et al., 2011; Barling et al., 1996; Day & Hartling, 2017; Kuoppala et al., 2008)

Day et al., CIRPD, 2017; please do not cite without permission

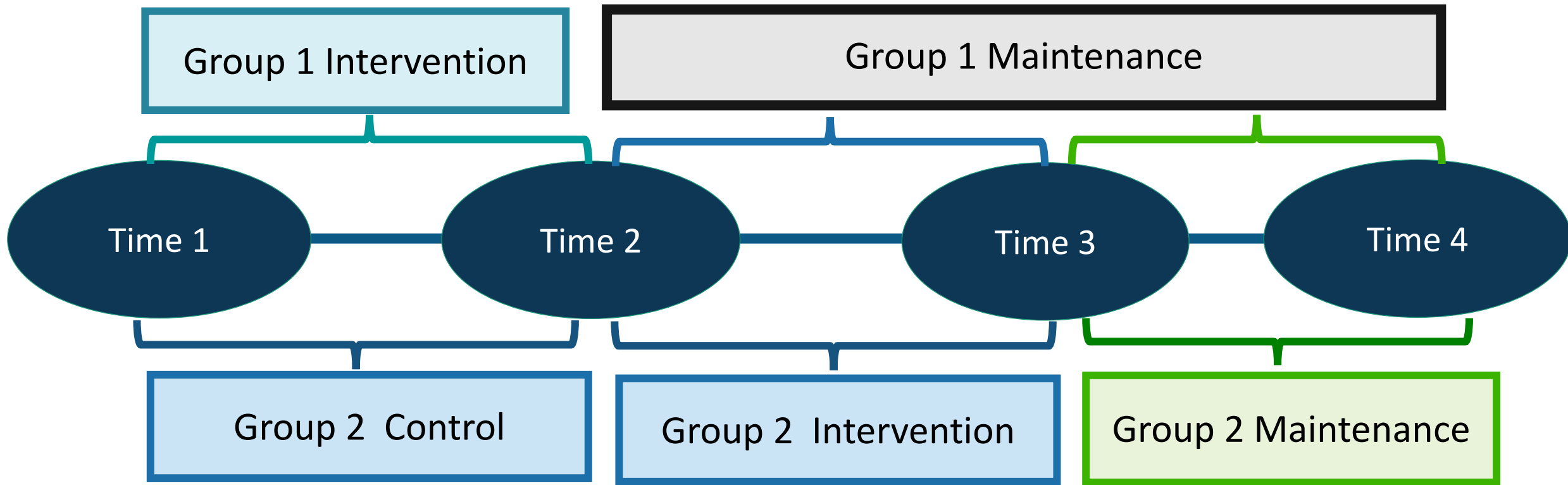
LEAD Program

- 10 weeks – Individualized Coaching Sessions
 - 6 weeks – phone coaching 
 - 4 weeks - web-based training & email coaching 
- Subordinate ratings



1	2	3	4	5
Intro	Transformational Leadership	Leadership Feedback	Action Plan	Time Management
6	7	8	9	10
Action Plan Feedback	Communication & Conflict	Leadership & Wellbeing	PHW	Review & Maintenance

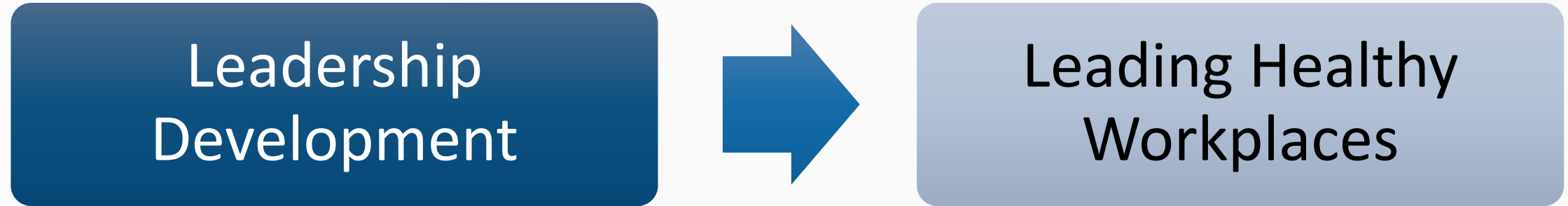
Intervention Methodology



What we know so far...

- LEAD can improve leadership self-efficacy
- LEAD is associated with decreased strain
- Importance of coach





Healthy Workplace Leadership



Moving Forward...

- Leader development → LEAD
- Employee support → LHW
 - Importance of coach vs. workshop
- **Leader support → Organization





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