

Island Health Celebration of Excellence Program

Choose the nomination category that best fits the actions of the individual or team you are nominating, or best expresses the reason you are nominating them. All categories can apply to either an individual or a team. Along with each category description, we provide a list of examples you can highlight in your nomination.

LEADERSHIP AWARD

The Leadership Award recognizes an individual who is making an inspirational, sustained and significant difference to Island Health through their leadership. Whether they are in a direct or formal leadership role or not – this award celebrates those who work to:

Examples:

- Align their departmental/unit vision and goals with Island Health's goals and strategies
- Help staff and/or colleagues understand how their work contributes to the success of our strategic goals
- Motivate and inspire those around them to accomplish more and address challenges to increase health system value and ensure sustainability of services through operational excellence and innovation
- Set a high standard of integrity by leading through example
- Exemplify the Island Health C.A.R.E. values (Courage, Aspire, Respect and Empathy)
- Exemplify the LEADS framework in a Caring Environment capabilities (Leads self, Engages others, Achieves results, Develops coalitions, Systems transformation)
- Create and maintain a safe, supportive and inclusive culture/environment for all
- Collaborate effectively across functions and structures to achieve goals
- Demonstrate an ongoing commitment to professional development and Cultural Safety & Humility education
- Provide extraordinary mentorship of new employees, trainees and/or students

CARE AND EXPERIENCE AWARD

The Care and Experience Award recognizes individuals and teams (direct care and support services) who demonstrate a commitment to continually improve the quality of the services they provide, resulting in a better experience and improved outcomes for patients, clients and families. This work would include:

Examples:

- Continuous process improvement and innovation initiatives
- Demonstrated commitment to a culture of safety for patients by making proactive and sustainable safety improvements
- Active and sustained support of Cultural Safety and Humility and trauma informed practices and learning
- Collaboration and engagement with patient partners and clients/families to advance patient and family-centered care
- The provision of exceptional client service
- Commitment to continuous learning for improvement as demonstrated by participation in Island Health learning opportunities
- Creative leadership in managing complex patients and/or care situations

WORKPLACE CULTURE CHAMPION AWARD

The Workplace Culture Champion Award recognizes individuals and teams (direct care and support services) whose actions make it a better workplace for others. This award celebrates those who:

Examples:

- Create initiatives to support/enhance the health and well-being of all people working and volunteering at Island Health
- Continually inspire, engage and support colleagues and volunteers
- Contribute to a positive work culture where people feel safe, valued and able to thrive
- Foster teamwork and open/respectful communication
- Practice/honor/promote Cultural Safety & Humility and workplace diversity
- Reflect Island Health C.A.R.E. values

BEYOND C.A.R.E. AWARD OF SPECIAL MERIT

The Beyond C.A.R.E. Award of Special Merit is a special award that honours individuals or teams (direct care and support services) who have gone above and beyond normal expectations through innovation and/or endurance. This includes:

Examples:

- Exceptional response to a situation or issue
- Overcoming significant challenges and barriers without giving up
- Developing and implementing an innovative, progressive and sustainable solution to a new or ongoing challenge or opportunity

- Addressing challenges to positively impact Island Health and/or the people we serve, in the areas of:
 - Operational excellence (health system value/resource optimization)
 - Innovation and design
 - Patient/family/community impact
- Significant external volunteerism and/or extraordinary contributions to help others

ADVANCING EVIDENCE- BASED PRACTICE AWARD

The Advancing Evidence-Based Practice Award recognizes an individual or team (direct care and support services) who continuously uses current best-practice evidence to make improvements to the health and wellness of the people we serve. This could include:

Examples:

- Contribution to the development of evidence-informed standards, protocols and best practices
- Sharing relevant and up-to-date knowledge with others
- Advancing the translation of research and evidence into practice to support evidence based practice in their practice area
- Providing leadership to others for practice changes, new evidence, or emerging practice issues

RESEARCH & EDUCATION AWARD

The Research & Education Award recognizes an individual or team (direct care and support services) who makes scholarly contributions to health and care through research and education. This could include:

Examples:

- Contribution to, or creation of, published articles, papers and journals that further health innovation and the delivery of health and care
- Implementation of research that promotes the systematic uptake of evidence into practice and policies
- Contribute to the professional development of peers and colleagues through mentorship, journal clubs, preceptorship, creating new learning or discussion forums, or other activities
- Support excellence in education design and organization, including the development of learning resources
- Contributions to the intellectual life and the development of the department

- Use of evidence to inform public health promotions and social marketing

COLLABORATIVE PARTNERSHIPS AWARD

The Collaborative Partnerships Award recognizes individuals or teams (direct care and support services) who work closely with internal, external and/or contracted partners to the benefit of the people and communities we serve. This work could include:

Examples:

- Developing and nurturing unique and beneficial collaborative relationships to accomplish mutual goals
- Developing, coordinating, implementing and managing collaborative initiatives that benefit Island Health and the people and communities we serve
- Identifying opportunities to increase health system value and save resources
- Establishing a strong dialogue between all partners and fostering cooperation, partnership, and/or engagement in achieving excellent outcomes

QUALITY CHAMPIONS AWARD

The Quality Champions Award recognizes teams who have undertaken quality improvement projects in one or more of the four areas of care as defined by the BC Health Quality Matrix:

Examples:

- **Staying Healthy** – celebrates a project that prevented injury, illness or disability
- **Getting Better** – celebrates a project that improved care for acute illness or injury
- **Living with Illness** – celebrates a project that improved care and support for chronic illness and/or injury
- **Coping with End-of-Life** – celebrates a project that improved planning, care or support for life-limiting illness and/or bereavement