



New & Evolving Academic Leaders (NEAL) Program Updates

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Executive Council

Core Purpose of the Program

To equip leaders in academic health sciences with skills, resources, connections, community and transformative relationship with self, to enable them to work collaboratively in shaping and shifting our broader system for more inclusive, sustainable research, teaching and system influence.

NEAL Recognition!

- NEAL team awarded the 2024-2025 Colin Woolf Award for Excellence in Program Development and Coordination





From a participant in their post Module 3 reflection log:

"I am a compassionate and empathetic leader. I thought that NEAL would teach me how to be more assertive or how to be the loudest voice in the room. Instead, I recognize that there is strength and courage in being an empathic leader and I am content being the bridge. Being empathic does not mean I am weak."

Patients / population health
 will be... - safe, humane & evidence-based
 having access to a system that is better at prevention
 faster access to respiratory diagnostics
 focused on by leadership
 rare fewer morbidities + ^{more through} better follow up support
 improved birthing experience and less trauma
 better represented in research + leading clinical innovations
 Optimal care to older adults.
 better access to high quality emergency care even outside of urban centres
 able to access the best quality heart failure care at the right place and right time.
 better served by better doctors
 comfortable and able to access 1st care without fear of discrimination



Health providers will be ...

- working towards a shared goal.
- more aware of their biases & their impacts on health. Better allies.
- recognized for their efforts & contributions
- better heard
- be appreciated
- improved and reduced perineal trauma rates; less cesarean and assisted deliveries.
- be empowered.
- able to offer excellent care for poisoned patients everywhere
- happier
- willing
- more confident to provide emergency care in rural communities
- have the skills to empower their teams

We will also have

respect for our colleagues
 and all members of health care teams
 hope for a future that is better than the present
 joy in our work
 a society with less pain.
 revitalization of the health system.

Who should participate

Anyone in a leadership or aspiring leader role who is trying to shape or inspire meaningful impact for a more inclusive, sustainable health sciences system

Anyone who needs...

- Confidence about purpose and use of self
- Community around human-centred, values-driven leadership
- Community and capacity around commitment to inclusivity, equity and structural change
- Guidance about engaging others
- Capacity for navigating and leading systemic change
- Clarity and purpose to focus on what matters most

High Level Overview of Structure/Format

- A new cohort starts each Fall and the program runs until May
 - Current cohort = 30 participants, mostly from the GTA, 2 from Manitoba
- Three intensive one-week modules over the year, themed as Foundations, Influence and Adaptation.
 - Diverse faculty share resources and build capacity for reflective and relational practice, system thinking, influence and impact, and leading from adaptive purpose
- Between modules, deepen learning with:
 - coaching, peer connections, diverse assignments and leading a capstone project through engaging others.

Application deadlines for next cohort

- Deadlines are April 21 for early bird and May 21 for the final!
- Early bird member rate – \$14,172.50
- Standard rate – \$14,777.50

Questions for you

What would you most hope for people in NEAL to gain capacity in?
What leadership is needed today?