



Executive Professional Development

Healthcare Leadership Certificate

Format | In Person

Fee | \$1,860

HIGHLIGHTS

Fall Session:
September - December 2025

Winter Session:
January - June 2026

- In person
- Located at Saint Mary's Campus
- Five half days
- 1:00 - 5:00 PM (*Atlantic Time*)

A certificate of completion will be issued to participants who complete all five modules of the certificate program.

Certificate Overview

Whether you are an emerging leader or an experienced professional, our *Healthcare Leadership Certificate* will strengthen your ability to lead diverse teams, manage complex situations, and drive meaningful change. This certificate, broken out over five modules, will enhance your leadership capabilities and position you for success in the dynamic world of healthcare.

Objectives

- Understand the fundamentals of leadership specific to the healthcare industry.
- Learn leadership principles such as strategic vision, decision-making, and ethical leadership.
- Develop skills to lead high-performing teams, foster collaboration, and motivate staff in a healthcare environment.
- Gain practical tools and strategies to manage and resolve conflicts constructively, ensuring a positive and productive workplace.
- Learn how to lead inclusively by embracing diversity, promoting equity, and creating a culture where all team members feel valued and empowered.

Modules:

Principles of Leadership

September 19, 2025
January 9, 2026

Introduction and practical approaches to applying principles of leadership in a variety of healthcare settings, recognizing the unique and not-so-unique challenges inherent in these environments.

Facilitator: Dr. Kevin Kelloway

Leadership in the Healthcare Setting

September 26, 2025
January 23, 2026

Strategies for building high-performance teams by examining teamwork dynamics, collaboration skills, diversity, psychological safety, and inter-team interactions to enhance group outcomes.

Facilitator: Dr. Gary Ernest

Inclusive Leadership & Leader Health

October 17, 2025
March 20, 2025

Develop and sustain their supportive and inclusive leadership behaviours, focusing on creating a high-functioning diverse, equitable, and accessible work environment. It also highlights the importance of leader health and self-care.

Facilitator: Dr. Arla Day

Leading Teams

November 21, 2025
May 1, 2026

Strategies for building high-performance teams by examining teamwork dynamics, collaboration skills, diversity, psychological safety, and inter-team interactions to enhance group outcomes.

Facilitator: Dr. John Fiset

Conflict Styles

December 12, 2025
June 5, 2026

Presents evidence-based theories and tools to help participants understand, analyze, and develop their conflict handling and empathic style as a leader. Increase the flexibility of leaders' skills, so they can make conscious choices about what response fits their goals best.

Facilitator: Dr. Debra Gilin

How to Register: Sign up today with this quick [registration form](#).

Questions: Contact us at epd@smu.ca

Healthcare Leadership Certificate - Facilitators



Dr. Kevin Kelloway

A native of New Waterford, Nova Scotia, Kevin is a graduate of Dalhousie (B.Sc. Honours Psychology), Saint Mary's (M.Sc. in Applied Psychology), King's (MFA in Creative Nonfiction) and Queen's (PhD in Organizational Psychology) universities. He teaches courses in organizational and occupational health psychology as well as courses in research methodology and statistics. Kevin is a Fellow of the Canadian Psychological Association, the Association for Psychological Science, the International Association for Applied Psychology and the Society for Industrial Organizational Psychology. He is a former President of the Canadian Psychological Association. His research interests include leadership and occupational health psychology. Kevin is widely recognized for his expertise in occupational stress and his contributions to fostering healthy workplace environments through effective leadership.



Dr. Gary P. Ernest

A rural family physician who served the Liverpool, Nova Scotia for over four decades. He is an Assistant Professor of Family Medicine at Dalhousie University and a Fellow of the College of Family Physicians of Canada. He served as President of Doctors Nova Scotia (2019-2020) and holds numerous leadership positions in healthcare administration. Currently pursuing an Executive Doctorate of Business Administration at Saint Mary's University, he continues to serve in multiple roles, including Medical Director of Hillview Acres long-term care facility and consultant physician for the RCMP and Transport Canada's Marine Medical Division. He was recognized with the Queen Elizabeth II Platinum Jubilee Medal in 2023. Dr. Ernest's diverse expertise is further exemplified by his MBA from Saint Mary's University and his ongoing work as a WCB Consultant Physician.



Dr. Arla Day

A founding member of two research and community outreach centres: [The CN Centre for Occupational Health and Safety](#) and the Centre for Leadership Excellence. Arla chairs the [Nova Scotia Psychological Healthy Workplace Program](#) committee, and she is on the Steering Committee for the American Psychological Association's Business of Practice Network, which oversees the state, provincial, and national healthy workplace awards and programs. Dr. Day currently teaches graduate level courses in Psychometrics (test validation and development) and Organizational Psychology, and her past teaching has included Personnel Psychology, Statistics, and Introduction to Psychology.



Dr. John Fiset

Dr. John Fiset received his Ph.D. in Business Administration from the John Molson School of Business, Concordia University. Before joining the Sobey School of Business at Saint Mary's University in 2020, where he serves as an Assistant Professor in the Management Department, he taught at the John Molson School of Business and the Faculty of Business Administration at Memorial University of Newfoundland and Labrador. His research interests focus on how leaders influence intragroup workplace dynamics, multilingualism at work, and experiential management education. In addition, he has consulted for a number of organizations in the areas of leadership, motivation, and decision-making.



Dr. Debra Gilin

Dr. Gilin's training is in Industrial/Organizational Psychology focused on what fosters productive/healthy versus unproductive/unhealthy conflict in the workplace. Her research focuses on organizational conflict, negotiation, and mediation, the implications of conflict for work stress and well-being, how personality and thinking styles influence conflict handling, inter- and intra- group conflict dynamics, and organizational change interventions. Recent projects have examined the distinct operation of cognitive perspective-taking versus empathy in conflictual interactions, how to decrease incivility among workers in high-stress work environments (i.e., nursing) over the long-term, and how disrespectful work group norms can hasten the effects of work stressors on physical and mental employee strain. Debra has a strong interest in applying basic social psychological research to real organizational problems.

Questions: Contact us at epd@smu.ca