

## Appendix B:

*Moving Forward Stakeholder Mapping prepared for AMHS-KFLA Leadership by B. Swan July 2020.*

**The following information is used by permission of LEADS Canada, a division of the Canadian College of Health Leaders.**

### **Purposefully Build Partnerships & Networks to Create Results**

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*Leaders create connections, trust and shared meaning with individuals and groups.*

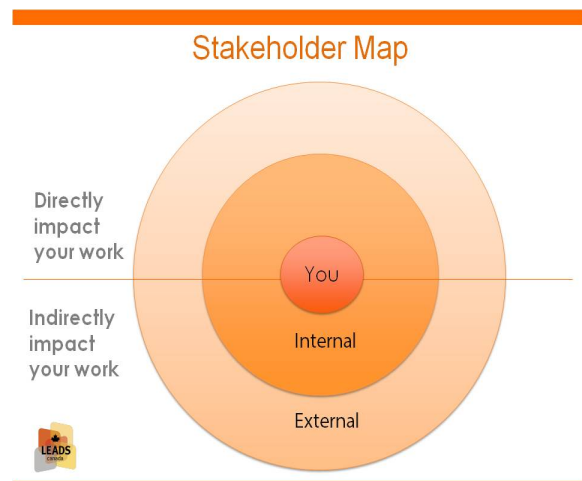
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#### **Stakeholders**

Thinking about your leadership role and programs at AMHS-KFLA; list the partners/stakeholders (internal/external) that you work with on a regular basis and/or will need to, to achieve the desired and planned for results. Capture them below:

#### **Stakeholders**

Plot the names of partners and stakeholders on the map below:



Draw a line from you to those partners you wish to strengthen a relationship with.

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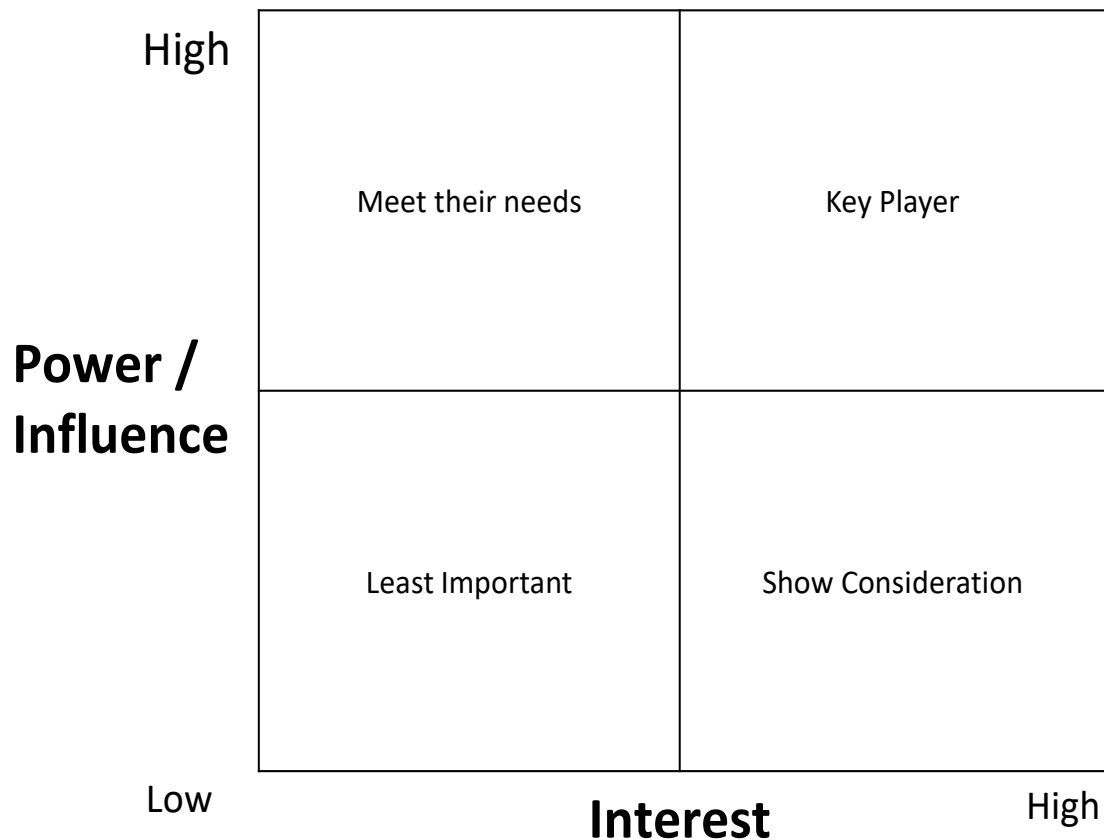
## Navigate Socio-Political Environments

*Leaders are politically astute. They negotiate through conflict and mobilize support.*

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On the matrix below, write the key stakeholders (*internal or external-identified in previous exercise*) that you work with, in the box that best represents their power or influence and their interest in your issues / needs. For example I would put Greater Napanee, Lennox and Addington County General Hospital, City of Kingston, Kingston Health Sciences Centre and Providence Care in the upper right quadrant as key players because they have high power and influence and high interest in the work of AMHS-KFLA. The purpose of this exercise is to focus where you as a leader need to put your energy.

## Navigate Socio-political Environments



## Stakeholder Perspectives – Cultivating Value for your Partnerships

Review your list of “key stakeholders” from the **upper right quadrant**. Using the questions in the chart below, begin to clarify the Unique Value of your stakeholder relationship. Complete this exercise with stakeholders from the “meet their needs”, “show consideration” and “least important” quadrants for a full assessment of your stakeholders. This information will provide some clues on how to develop your coalitions/partnerships.

STAKEHOLDER: \_\_\_\_\_

From Your Point of View		From Their Point of View	
What do you need?		What do they need?	
What do you want?		What do they want?	
What do you have to give/share/provide?		What do they have to give/share/provide?	
<b>WHAT VALUE DO YOU HAVE FOR YOUR STAKEHOLDER?</b>		<b>WHAT VALUE DOES YOUR STAKEHOLDER HAVE FOR YOU?</b>	

### Personal Leadership Reflection:

Please answer these questions:

1. How did AMHS-KFLA values conflict with those of your stakeholders?
2. If AMHS values did conflict -How will you navigate this conflict?
3. What did you find most challenging about the process of analyzing your stakeholders?
4. Place yourself in the shoes of your stakeholders.
  1. What are elements beyond values and contributions that they should know about AMHS-KFLA?
  2. What knowledge will enable them to work better with you?
5. What did you notice about your leadership that is working well?
6. What if anything did you notice would need to shift?