NEAL

Adaptive. Accessible. Connected.
Leading for Sustainable Impact.

Going into our 13th year, the New and Evolving Leaders (NEAL) program is designed for people in an academic health science context who are committed to becoming change agents in their spheres of influence and beyond by centering principles of equity, diversity, inclusion, Indigeneity and accessibility in their leadership practice. This program is intended for those who want to challenge the status quo, and need to develop networks, tools, skills, and evolving practices to positively shape our future academic health sciences system.

Unique features of NEAL

- Engagement with faculty and peers who are thought leaders from diverse spheres and lived experience
- Emphasis on collaborative approaches to leadership and inviting inclusive perspectives and models for leadership development
- Individualized and collaborative coaching experiences
- Initiation of a meaningful change effort in an academic context during the program
- Designed to ensure workplace-based learning and application

Discover YOUR Leadership Style

Through coaching, creative exercises, reflections, personalized feedback and dynamic learning sessions, you will develop your personalized learning agenda and authentic leadership style. Throughout the year, supported by your learning community and by your coach, you will increase your self-awareness as a leader.

Grow your network

The program is intentionally shaped to bring together a diverse set of participant leaders to consider how we all need to work collaboratively in shaping and shifting our broader system for positive health outcomes. As you learn with and from each other, you will build relationships and a network of support.

Who should attend?

NEAL is designed for people in academic health science contexts who either have formal roles as leaders or who are working to shape and shift our broader system for more inclusive, positive health outcomes.

Application

We are now accepting applications for our 2025-2026 class. We offer a reduced rate to those who register as a CFD member prior to applying.

Early Bird Deadline: April 15, 2025* only applicable to CFD members
Final Deadline: May 15, 2025

To apply or for further details, visit: centreforfacdev.ca/new-evolving-academic-leaders

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Thierry Mallevaey PhD (NEAL 2022)
Associate Professor & Associate Chair, Graduate Studies, University of Toronto

NEAL opened the toolbox I needed as I stepped into a new leadership role. Importantly, I learned that authenticity and vulnerability are powerful and meaningful leadership tools.

Sandra Kim MD, FRCPC (NEAL 2023)
Division Head of Endocrinology & Metabolism, Women's College Hospital

NEAL was an incredible learning journey – it gave me a deeper understanding of my self-awareness and abilities, and equipped me with tangible tools I needed in my leadership role. The interactive shared learning and support from peers was particularly meaningful and has positively impacted my capacity as a leader in the academic healthcare environment.

Ripudaman Minhas MD MPH (NEAL 2023)
Developmental Paediatrician & Director of Pediatric Research, St. Michael's Hospital

The NEAL program created a supportive, reflective space to collaboratively learn about leadership in its many diverse forms. I highly recommend this program for leaders at different stages of their careers.

Ali Damji MD (NEAL 2023)
Division Head of Primary Care, Trillium Health Partners

As a newly appointed young leader in one of the fastest growing communities and academic hospitals in Canada, NEAL helped me find and unleash my full potential. Through its innovative and rich program, I learned about myself and how others perceive me, tapped into my strengths, and worked on my weaknesses alongside a supportive community of incredible new leaders. I then turned these efforts into action, and led innovations that have benefited my entire community. What seemed so daunting when I started actually has become achievable now and that is thanks to NEAL!