



Co-designing the Collective and Collaborative Path Forward: Our People Plan

Science of Care Institute - Who we are?

At the Science of Care Institute, part of Sinai Health and affiliated with the Lunenfeld-Tanenbaum Research Institute, we embody a new frontier in healthcare, integrating the humanity of caring with scientific research and innovation. Our shared vision to discover and deliver life-changing care inspires every aspect of our work, driving us to push the boundaries of healthcare possibilities.

Our Purpose & Plan

- Our Shared Vision:**
We discover and deliver life-changing care.
- Our Purpose:**
Making compassionate care matter.
- Our Mission:**
Redefining the value of care through world-leading science and innovation.
- Our Impact:**
Transforming care and society in deeply meaningful and profound ways.

Our Strategic Spheres

- Agile & Equitable Innovation
- Workforce Magnetism & Nursing Excellence
- Organizational & System Learning
- Collaborative Practice & Partnerships

Our Drivers of Care:

Curiosity Connection Co-Design Community

Our Goals:

Discover & Innovate Build Capacity & Capabilities Translate & Mobilize
Attract & Retain Top Talent Evolve & Sustain Business Models

Our Foundation:

Reconciliation Equity Diversity Inclusion

Goals underpinning our People Plan:

Attract & Retain Top Talent: by providing opportunities to be part of a person-centred learning health system that engages our researchers, clinicians, staff, learners, and volunteers to discover, innovate, learn and practice to optimal scope in collaborative partnerships, resulting in meaning, resilience and joy in work, core elements of Magent re-designation

PEOPLE PLAN TEAM:



- Wei Su, Manager, Research Operations
- Dr. Ingrid Ventura, Manager, Research & Innovation
- Dr. Lianne Jeffs, Chief Scientific Officer
- Dr. Marianne Saragosa, Embedded Nurse Scientist
- Angie Wong, Administrative Assistant
- Hassanain Azmi, Research Student

Highlights of Our People Plan

Where We Started:

The Science of Care Institute was established in January 2023. At the onset, no formal processes existed for onboarding, orientation, professional development plans, or team engagement. Thereafter, we have co-designed our People Plan.

Onboarding & Orientation System

Where We Are Now:

- Created a standardized onboarding and orientation process.
- Developed Onboarding package.
- Documented onboarding steps in Operations Handbook, with instructions to navigate organization's system and available resources.

Where We Are Going:

- Develop HR Tracking Database

Research Placement Student

"The Science of Care Institute orientation process and handbook were well-structured, informative, and welcoming. The handbook clearly outlined expectations, resources, and organizational values, which helped build confidence during my onboarding."

Professional Development & Education

Where We Are Now:

- Piloted Individual Development Plan for all employees.
- Established a Performance Evaluation structure for contract staff.
- Developed plan for learners to tailor their needs and expectations.
- Learner placements at the Science of Care Institute ranging from High School Summer & March Break Students, to undergraduate, graduate, & certification and diploma placement opportunities.

Where We Are Going:

- Establish guidelines and processes for access to Professional Development Funds.
- Create a formal mentorship program at the Science of Care Institute



Research Assistant

Team Connection & Belonging

Where We Are Now:

- An established Social Committee supports regular interaction among staff and trainees.
- Monthly, accessible social events promote inclusion
- A Photo Journal initiative enhances interpersonal understanding and team integration.
- Hybrid schedules, team rotation, and shared workspaces support collaboration and work-life balance.

Where We Are Going:

- Adaptive hybrid work schedules and increased in-person engagement promote collaboration and participation across teams.
- Using metrics to continuously adapt activities to team needs.



Research Student, PhD Candidate

"I really appreciate the SCI Learners Roundtable as a safe space where students and early researchers can learn from one another, ask questions, and share the ups and downs of their academic and research journeys!"

Engagement, Communication & Collaboration

Where We Are Now:

- Established Learners roundtable for supporting learners and staff
- Highlighting academic and personal achievements of team members through monthly team meetings & wider Sinai Health Newsletters.
- Created closer partnerships to with university/college/certificate programs to attract new talents.
- Offered summer institutes for trainees/students

Where We Are Going:

- Track KPIs to understand the impacts of Learners roundtable.
- Streamline annual placements within Science of Care Institute teams.
- Establish different roles at the institute to increase collaboration across Sinai Health.

"I felt privileged to connect with the group in this way, and as our discussions evolved, I was reminded of the importance of active listening, flexibility, and valuing diverse perspectives."



Learners Roundtable Co-Chair (Post-Doctoral Fellow)

