

2026 Strategic Plan Update

October 22, 2025



Thunder Bay Regional
Health Sciences
Centre

Thunder Bay Regional
Health Research
Institute



Research, Innovation & Learning: Learning Culture & Professional Development

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STRATEGIC PLAN

2026

OUR STRATEGIC DIRECTIONS



Equity, Diversity, & Inclusion

We all belong



Patient Experience

Empathy, compassion, and respect in every encounter



Staff Experience

This is where we want to work, grow and thrive



Research, Innovation, & Learning

Driven by the needs of our patients, our staff and our communities



Sustainable Future

Ensuring our Healthy Future



Research, Innovation, & Learning Overview



Research, Innovation & Learning

Driven by the needs of our patients, our staff and our communities



1. Assess and prioritize our research efforts.

OBJECTIVE

1.1 Assess, balance and align our current research priorities with our commitment to research that advances population health and health services and supports translation of knowledge to patient care.

2. Build and enhance our staff capacity and the capabilities needed for research success.

OBJECTIVE

2.1 Create an environment that fosters the retention, development, and recruitment of staff required to enable research success.

2.2 Measure the success of current and future research initiatives and impacts on patients, stakeholders, and the Hospital.

3. Create an environment inclusive and supportive of research, innovation, teaching, and learning.

OBJECTIVE

3.1 Increase efforts to translate knowledge to practice, applying research findings at the bedside, and improving the quality and safety of patient care.

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Project Plan Goals



Develop a methodology, processes and funding approach to encourage and support staff to participate in education and research.



Reinforce our learning culture through development of policies, programs and communication methods that ensure staff have access to professional development resources, opportunities and supports necessary to remain effective in their roles.



Implement the initiatives to establish a learning culture to support continuous education, professional development and research.



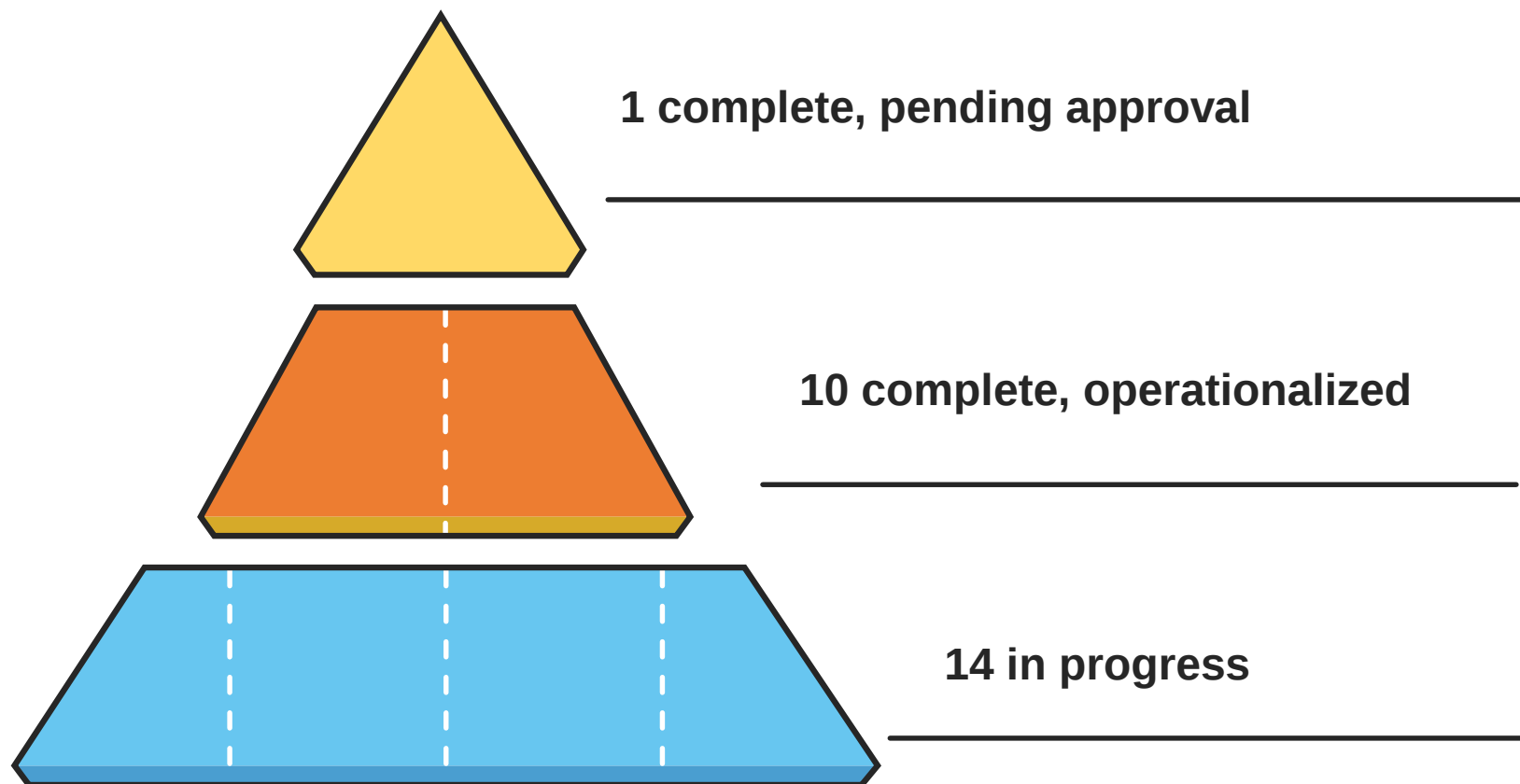
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Learning Culture Initiatives



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Learning Culture Initiatives highlight

Recruitment of Medical Librarian

Cynthia Smith

Office hours - Tuesdays & Thursdays 0800 – 1600h

🏠 Level 3 Room 3333

☎ 807-684-6692

✉ tbrhsc.medicallibrary@tbh.net



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Learning Culture Initiatives highlight

Library Services include:

- ▶ Orientation to the e-library databases
- ▶ E-journals
- ▶ Interlibrary loan of journal articles and book chapters not directly available via online resources
- ▶ Literature searching and basic instruction on database usage and online searching techniques
- ▶ Point of care tool- DynaMed



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Learning Culture Initiatives highlight

Upgraded Digital Resources:

- ▶ Advances in Skin & Wound Care
 - ▶ The Canadian Journal of Addiction.
 - ▶ JAMA Oncology
 - ▶ Journal of Clinical Oncology
 - ▶ JCO: Oncology Practice
 - ▶ JCO: Global Oncology
 - ▶ JCO: Clinical Cancer Informatics
 - ▶ JCO: Precision Oncology
-
- ▶ We are currently working revamping the library webpage



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Virtual Reality platform

- ▶ VR platform for healthcare creates immersive, computer-generated environments for medical training and patient care
- ▶ Head set given to participant
- ▶ Liver failure case scenario, designed to strengthen critical thinking,
- ▶ Phase 1 completed, preparing to begin Phase 2 of 3
- ▶ Integrate into nursing orientation in 2026
- ▶ Potential for other disciplines

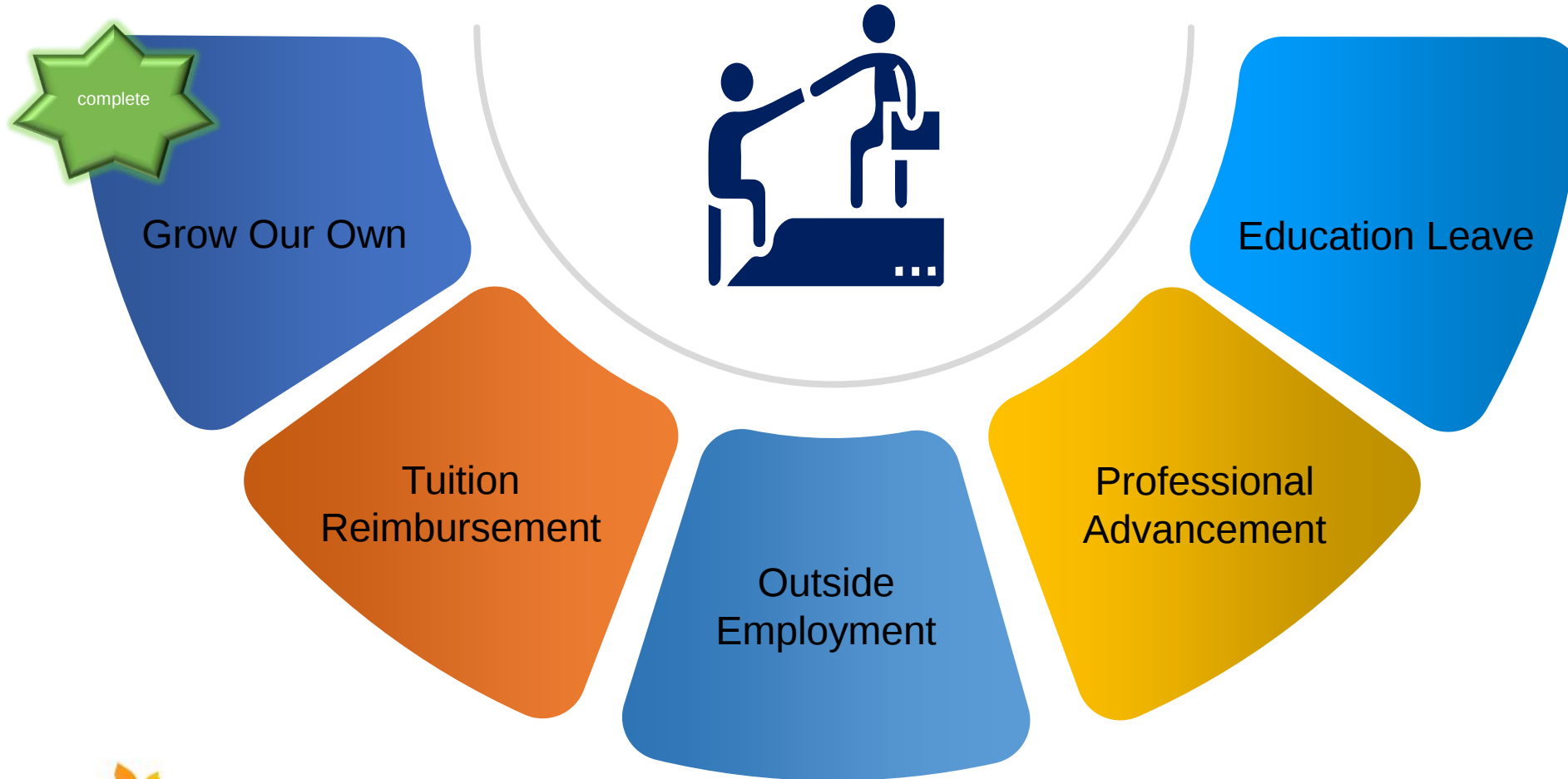


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Supportive Policies and Programs

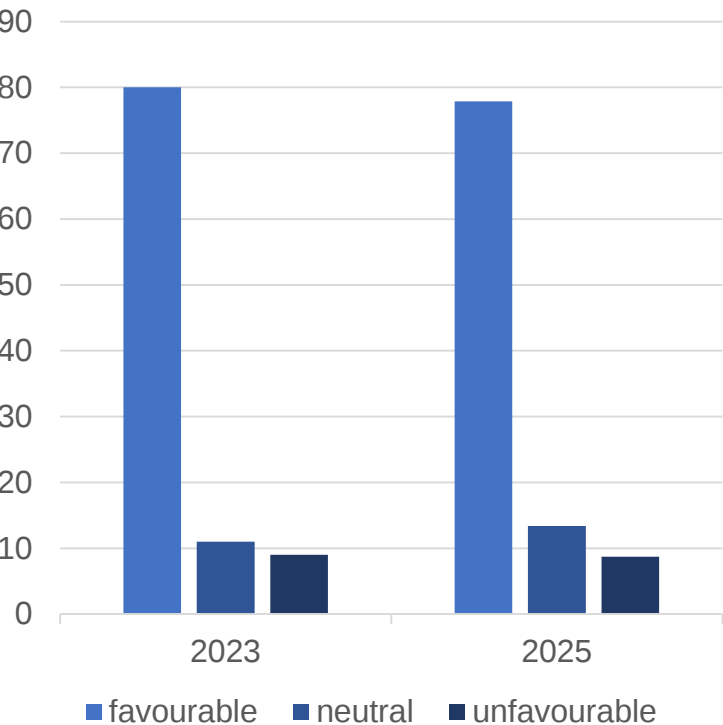


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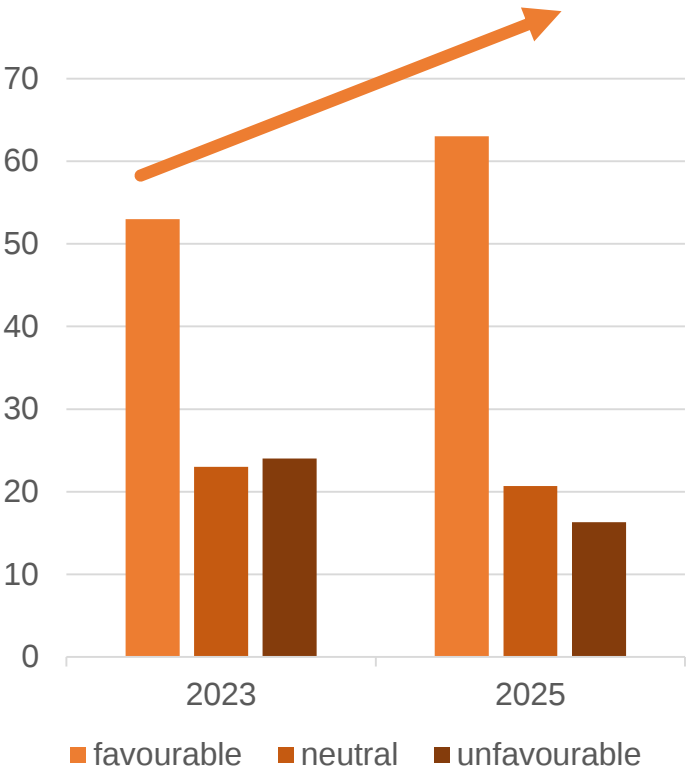
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Evaluation – Staff Feedback



I receive the training I need to do my job.



I have opportunities for personal growth and development.



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