



Building Physician Leadership Capacity Using LEADS

Overview

In Canada, and in a growing number of other countries, the *LEADS in a Caring Environment* capabilities framework has become a powerful and accepted way of describing the practices of leadership in health care. Because physicians are fundamental to the success of any health system it makes sense for physicians to learn how to lead in a manner consistent with the expectations and standards of LEADS.

The CanMEDS framework—used to shape medical education curriculum—outlines the Leader Role as the starting point for learning leadership. Such learning begins in medical school and continues throughout a physician's career. The LEADS framework is a way to understand the practice of leadership for physicians in the multiple ways they can contribute as health system leaders.

In this workshop, we will (1) explain the power of the LEADS framework; (2) describe how LEADS and CanMEDS are mutually supportive of one another throughout a physician's development; and (3) engage in a discussion about how best to take advantage—as a faculty member—of the CanMEDS/LEADS relationship.

Registration and requirements

Faculty	\$99 (pay it forward)
Learners/Trainees	\$50

Registration is available at:

<https://www.cpd-umanitoba.com/events/building-physician-leadership-capacity-using-leads-2/>

Participants are expected to commit to both days of the 2-part session. Registration is limited. Please inquire about special rate jurisdictions.

Contact contactcca@umanitoba.ca regarding any questions regarding registration.

Deadline for registration: Feb 10 at 1700 Central Time

Accreditation

This event is accredited by the Royal College of Physicians and Surgeons of Canada

Format

This workshop will be held via zoom (link to be provided after registration). Video and audio access are required for full participation. The session will be recorded.

Dates

Day 1: February 17, 2021 from 1445-2000 CT

Day 2: February 24, 2021 from 1445-2000 CT

Workshop Agenda Day 1: February 17, 2021

Time	Items
14:45 –15:00 CT	Registration and Connecting
Session 1	
15:00 – 15:20	Introductions, Program Overview, Participant Expectations
15:20 – 17:30	The Foundations of LEADS Objective: Describe the following in the context of the LEADS Framework <ul style="list-style-type: none"> • What is leadership? • Distributed leadership in a caring environment: Domains and Capabilities • Common vocabulary for physicians
17:30 – 18:00	Refreshment Break
Session 2	
18:00 – 19:00	LEADS and CanMEDS Frameworks Objectives: <ul style="list-style-type: none"> • Describe how the LEADS and CanMEDS frameworks map together • Discuss the similarities and differences between the two frameworks • Review the implications for learning at different stages of professional development
19:00 – 19:15	Refreshment Break
19:00 – 19:45	A LEADS self-assessment
19:45 – 20:00	Review of Day; Preparation for Next Session

Workshop Agenda Day 2: February 24, 2021

Time	Items
14:45 –15:00 CT	Registration and Connecting
Session 1: Putting LEADS to Work	
15:00 – 15:20	A Review of Day 1
15:20 – 17:15	Examples of LEADS in Action Objective: Share innovations and ideas in leadership education
17:15 – 17:45	Refreshment/Lunch Break
Session 2	
17:45 – 19:15	Experiential Learning and LEADS Objective: Discuss and find strategies to take LEADS beyond the classroom & into practice
19:15 – 19:45	The Value of Distributed Leadership: An Invitation
19:45 – 20:00	Workshop Debrief/Closing

Speakers

Graham Dickson, PhD

Graham Dickson is a Professor Emeritus at Royal Roads University, Senior Research Advisor - Canadian Society of Physician Leaders (CSPL), Research Advisor - Canadian Health Leadership Network and Member of the LEADS Collaborative and Partner in LEADS Global

Some highlighted publications in leadership include Co-Author (with Dr. Van Aerde): *Accepting our Responsibility: A Blueprint for Physician Leadership* and Co-Author (with Bill Tholl): *Bringing Leadership to Life in Health: LEADS in a Caring Environment*

John(y) Van Aerde, MD, PhD

John(y) Van Aerde has worked in the Canadian healthcare system for the last 35 years, as neonatologist & clinician-researcher, in several regional, provincial & national leadership roles. Presently, he is a Clinical Professor of Pediatrics at the Universities of Alberta & BC, Associate Faculty at Royal Roads University, & Faculty for the Physician Leadership Institute, Canadian Medical Association

He holds a PhD in Medical Sciences and a Master's degree in Leadership Studies. He is the Executive Medical Director, Canadian Society of Physician Leaders (CSPL) and Chief-Editor, Canadian Journal of Physician Leadership. His current scholarship is in several aspects of physician leadership.

Moderator and Facilitator

Ming-Ka Chan, MD MHPE FRCPC

Ming-Ka Chan is a Clinician Educator and Associate Professor in the Department of Pediatrics and Child Health at the University of Manitoba in Winnipeg, Canada. She is an University Illinois At Chicago MHPE alumnus. She is currently the Co-Director, Office of Leadership Education, Rady Faculty of Health Sciences, and Director of the Shantou University Medical College-University of Manitoba Academic Exchange.

Within Sanokundu, she is a founding member and currently is the Chair, Leadership and Governance Team, its Communications Lead as well as the Lead Editor for the Resources and Website.

Facilitators

Anne Matlow, MD FRCPC

Anne Matlow, MD FRCPC, is the Faculty Lead for Strategic Initiatives in Post MD Education at the University of Toronto, focusing on leadership, quality, safety and professionalism. She graduated from the University of Toronto medical school and has clinical specialty qualifications in Internal Medicine, Infectious Diseases and Medical Microbiology. Local and national leadership positions have included: Medical Director of Infection Prevention and Control and Patient Safety at SickKids; Associate Director of the University of Toronto's (UofT) Centre for Patient Safety; and Patient Safety Systems Educator with the Royal College of Physicians and Surgeons of Canada and healthcare surveyor with Accreditation Canada.

Within Sanokondu, Anne is a founding member and co-chaired the Leadership and Governance team until Jan 2020. She has been the Co-chair, Toronto International Summit on Leadership Education for Physicians (TISLEP) Planning Committee since its inception in 2014.

Jamiu Busari, MD MHPE PhD

Jamiu Busari is an associate professor of medical education at Maastricht University, Consultant Pediatrician and Dean, HOH Academy, Horacio Oduber Hospital, Aruba. He is a Maastricht University alumnus, a Harvard Macy Scholar, and an HBS executive education graduate in Managing Health Care Delivery.

Within Sanokondu, he is the Co-Chair of several planning committees of our annual or biannual events: The International Summit of Leadership Education for Physicians (TISLEP) as well as the NVMO-TISLEP Conference (first meeting in 2019) and the NASKHO-TISLEP Joint Conference (first meeting in 2018). He is also a founding member and the Lead for Academic Scholarship.

Diane de Camps Meschino, MD FRCPC MCert (MD Leadership)

Diane de Camps Meschino is a Consultant Psychiatrist & Associate Professor in the Department of Psychiatry at the University of Toronto. Her academic interests include leadership development in faculty & learners, trauma-informed healthcare, clinical/academic program development, & health systems transformation.

A highlight of roles includes: Co-Chair, Planning Committee NASKHO-TISLEP Joint Conferences 2018; The International Summit on Leadership Education for Physicians Planning Committee; Co-Chair Leader Role CBME Curriculum (Department of Psychiatry at the University of Toronto); Co-founder Pause4Providers-providing mindfulness for HCP managing COVID-19; and Founder and Past Head Reproductive Life Stages Programme (Women's College Hospital). She is a founding member of Sanokondu & the Vice-Chair of its Leadership & Governance Team.

Deepak Dath, MD FRCSC

Deepak Dath, MD FRCSC, is a Laparoscopic Hepatobiliary Surgeon and Professor of Surgery at McMaster University in Hamilton. He currently works at the Juravinski Hospital and Cancer Centre. He is an OISE Masters of Education alumni. Some of his past and current roles include: Developer of the CORE program in surgery at McMaster, Vice-chair of the Surgical Foundations Advisory Committee at the Royal College of Physicians and Surgeons of Canada and Former Co-chair, CanMEDS 2015 Leader Role Working Group

Deepak's scholarship centres on teaching the CanMEDS Intrinsic Roles in daily practice, teaching in challenging situations, introducing interprofessional education to our system and developing the CanMEDS Leader Role for Canadians and other jurisdictions where CanMEDS is used. Within Sanokondu, he is a founding member & TISLEP planning committee member.

Anupam Thakur, MD Med FRCPC

Anupam Thakur is a psychiatrist in the Adult Neurodevelopmental Service at the Centre for Addiction and Health and Surrey Place in Toronto. He is the interim Psychiatrist-in-Chief at Surrey Place and Assistant Professor in the Department of Psychiatry at the University of Toronto.

He has a Masters in Medical Education from Durham University in the UK, and has a particular interest in leadership training and curriculum development. Within Sanokondu, Anupam has been on the Leadership & Governance team since Spring 2020 and leads the Innovation Hub.