Maintaining the Momentum for the Transition to CBD: CBME Strategic Planning

Author: Moyez Ladhani
Date: Friday, September 27, 2019
I do not have an affiliation (financial or otherwise) with a pharmaceutical, medical device or communications organization.

Je n’ai aucune affiliation (financière ou autre) avec une entreprise pharmaceutique, un fabricant d’appareils médicaux ou un cabinet de communication.
In the beginning there was nothing..
Not even the presence of nothing
11 Priorities

- Faculty Development
- Resources
- PD Support
- PA Supports
- Learner Development
- Change Management
- Assessment Reform
- IT
- Policy Changes
- Program Evaluation
- Scholarship
What actually happens: how people change

Source: Scott & Jaffe
Where are WE going?
• CBME Director
• PG Dean
• Project Manager
• Chair Learner development
• Chair Scholar
• Chair-Vice Chair education
• Faculty Dev Representative
• MERIT

• PDs
• Residents –non CBD
• Resident CBD
• Resident FM
• Regional Campuses
• PA-Rep.
• Director Administration
• Education Developers
• IT
• Educational services
Work with Group

THINK
(Yourself)

SHARE
(Whole class)
**MY WORKSHEET – Activity 1**

What are my priorities, based on my role, as it relates to CBME – maybe top 3 or 4 – prioritize the items.

<table>
<thead>
<tr>
<th>Item</th>
<th>Priority Y/N</th>
<th>Challenges / Current Gaps</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Change management / education</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Assessment reform</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Policy changes</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Program Director support</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Faculty development</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Learner development / orientation</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Program Admin development</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>IT development and implementation</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Resources – human / financial</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>Scholarship</td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>Program Evaluation</td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>Other</td>
<td></td>
</tr>
</tbody>
</table>
WORK TOGETHER AS A GROUP sharing your priorities and challenges, as it relates to CBME – and come up with top 3 priorities - outlining the challenges / opportunities. List in order of importance.

<table>
<thead>
<tr>
<th>Item</th>
<th>Challenges / Opportunities</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td></td>
</tr>
</tbody>
</table>
Select at least 1 or 2 priority items that were decided by the large group, that relate to your role / area of interest, and think about solutions / strategies / next steps / actionable items.

| Priority Item | Solution / Strategies | Comments:  
|---------------|-----------------------|-------------------------------------------------|
| 1             |                       | - Challenges / opportunities  
|               |                       | - Resources required (human/financial)  
|               |                       | - Identify key stakeholders involved to make the solution happen  
|               |                       | - Possible next steps / action items  
|               |                       | Other                                         |
| 2             |                       |                                                 |
GROUP WORKSHEET – Activity 2

WORK TOGETHER AS A GROUP sharing the priority items that you selected, solutions / strategies / next steps / actionable items. Discuss as a group the challenges / opportunities, resources, stakeholder groups etc.

<table>
<thead>
<tr>
<th>Priority Item</th>
<th>Solution / Strategies</th>
<th>Comments:</th>
</tr>
</thead>
</table>
| 1             |                        | - Challenges / opportunities  
|               |                        | - Resources required (human/financial)  
|               |                        | - Identify key stakeholders involved to make the solution happen  
|               |                        | - Possible next steps / action items  
|               |                        | - Other |
| 2             |                        |           |
• Change Management
• Educational Development Resources
• IT
• Resources
• Change Management
• Educational Development Resources
• IT
• Resources
• Program Evaluation
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