Exploring Leadership Development Through the Lens of Design Thinking

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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.
Objectives:

- Why innovation should be part of leadership development
- Framework for UL Health Sciences Leadership program
- Outcomes & expectations for the future
The Academic Medical Center
DESIGN THINKING

- Empathize
- Define
- Ideate
- Prototype
- Test

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Why do leaders need design thinking?

“At its core, design thinking is about collaboration, and that's something all leaders can relate to. The idea is to bring together unique perspectives from across your organization, mine the collective brainpower of the teams you lead and extract the optimal solutions.”

Jesse Himsworth, Senior VP Strategy & Integrated Solutions, Clearlink, Forbes, July 19, 2018
Leadership and *Innovation* in Academic Medicine
Goal of LIAM

Develop the next generation of leaders at the Health Sciences Center by applying design thinking to leadership principles in order to influence the organization to achieve a common goal.
Design Thinking

Switch

Self-Directed Learning

Emotional Intelligence

Communication

Motivation

Strategy

Culture
Reflection Activities

- For 2 weeks following live session
- Employ retrieval strategies
- Make connection to prior knowledge & previous content

CONTINUOUS LEARNING CYCLE

Pre-Work

- Prepare for upcoming session for 2 weeks
- Provide content in LMS
- Asynchronous discussions

Face-to-Face

- Employ active learning strategies
- Community leaders & UofL faculty provide content
How is Design Thinking Applied in LIAM?

- Team Projects
  - Teams of 5-6
  - Teams are interdisciplinary
  - Project use of the design thinking framework
Evaluation Process

Kirkpatrick, J.D., & Kirkpatrick, W.K., (2016) Kirkpatrick’s Four Levels of Training Evaluation

- Reaction
- Learning
- Behavior
- Results
Help us improve. Your input matters.

- Download the ICRE App, or
- Go to: www.royalcollege.ca/icre-evaluations to complete the session evaluation.

Aidez-nous à nous améliorer. Votre opinion compte!

- Téléchargez l’application de la CIFR
- Visitez le www.collegeroyal.ca/evaluationscifr afin de remplir une évaluation de la séance.