



# Design



## Get ready to implement your CBD redesign

(includes workshop 2 and a solid set of EPAs and training experiences)

### Team and resources

- **Expand your team:** recruit additional faculty and residents to support and lead CBD implementation including competence committee formation and assessment rollout.
- **Meet regularly with your local network** (CBME lead, PG office) and monitor local changes to policies, procedures and practices that will affect CBD implementation.
- **Meet regularly with the faculty and residents you've recruited** to discuss implementation and share tasks.

### Structure

- **Map your current program curriculum** (i.e., rotations and training experiences) and assessments to the draft CBD EPAs and training experiences. Be mindful of major conferences, holidays and program commitments.
- **Discuss needed changes, options and timing broadly** (e.g., with your RPC, CBME lead and departments, divisions, programs and services that are dependent on your residents) to identify issues and options.

### Capacity building

- **Build capacity for workplace-based observations** (including feedback and coaching practice) with selected supportive faculty and sites as you continue to field test EPAs. Work together to set a reasonable target (e.g., one observation per faculty/advisor per week) and problem solve how to include this in the daily workflow. Explore the opportunity to do real EPA observations on real EPAs for residents in related disciplines.
- **Build processes to help your competence committee effectively review, document and support residents' performance.** Consider getting ideas by sitting in on other disciplines' competence committee meetings or using local and/or Royal College competence committee training resources.
- **Develop a 12+ month development plan** for faculty, clinical teachers, senior residents, administrative personnel and off-service faculty. Be sure to:
  - Share a personalized story about the specialty-specific, local (i.e., rotation, site, service) impacts of CBD.
  - Communicate how to conduct workplace-based observations and provide coaching feedback.
  - Create social and/or educational opportunities for key stakeholders to strengthen connections and build a supportive CBD community.
  - Deliver faculty development to front-line teachers and residents who are most receptive to experimenting with CBD.

