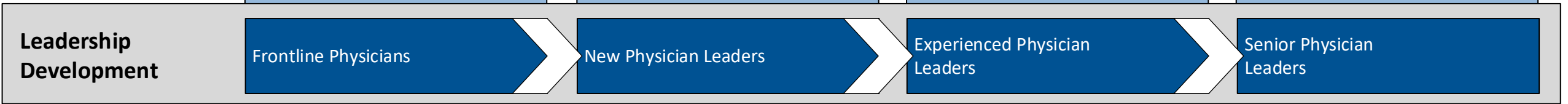


# Leadership & QI Development Pathway for Physicians



## SSC Physician Leadership & Quality Improvement Scholarship

- To support specialists in the development of their leadership and quality improvement skills
- Maximum funding of up to **\$10,000 per physician each fiscal year (April 1 – March 31)** can be applied for to cover actual tuition fees and travel costs. Submission of receipts will be required for reimbursement.
- Click [here](#) for more information



**Fraser Health Leadership and Organization Development Team**

- Coaching Out of the Box
- Online Learning: Elearning; Micro-Learning
- Leadership and Management Skills Modules
- Clear Leadership
- Leading for Engagement (Experience LINX) (11.5 day program)
- Transforming LINX
- Transformational Leadership Series

Click [here](#) to access the Learning Opportunities and Services Guide for additional information

**Offered Internally**

- Leadership Coaching (1:1 coaching by request)
- Physician Mentoring/Succession Planning
- Mentoring Meeting with Dr. Dayan Muthayan, EMD, Physician Partnerships & Performance
- Contact [Joan Williamson](#) to schedule a meeting at your site or at Corporate Office

**PLI/IHI Advisory Board Sauder-UBC Externally Provided**

- Open Enrolment Learning: Self-Directed :PLI/IHI
- Advisory Board Talent Development Program (on hold)
- Physician Leadership Program (10 day, 4 module program)

# Leadership & QI Development Pathway for Physicians

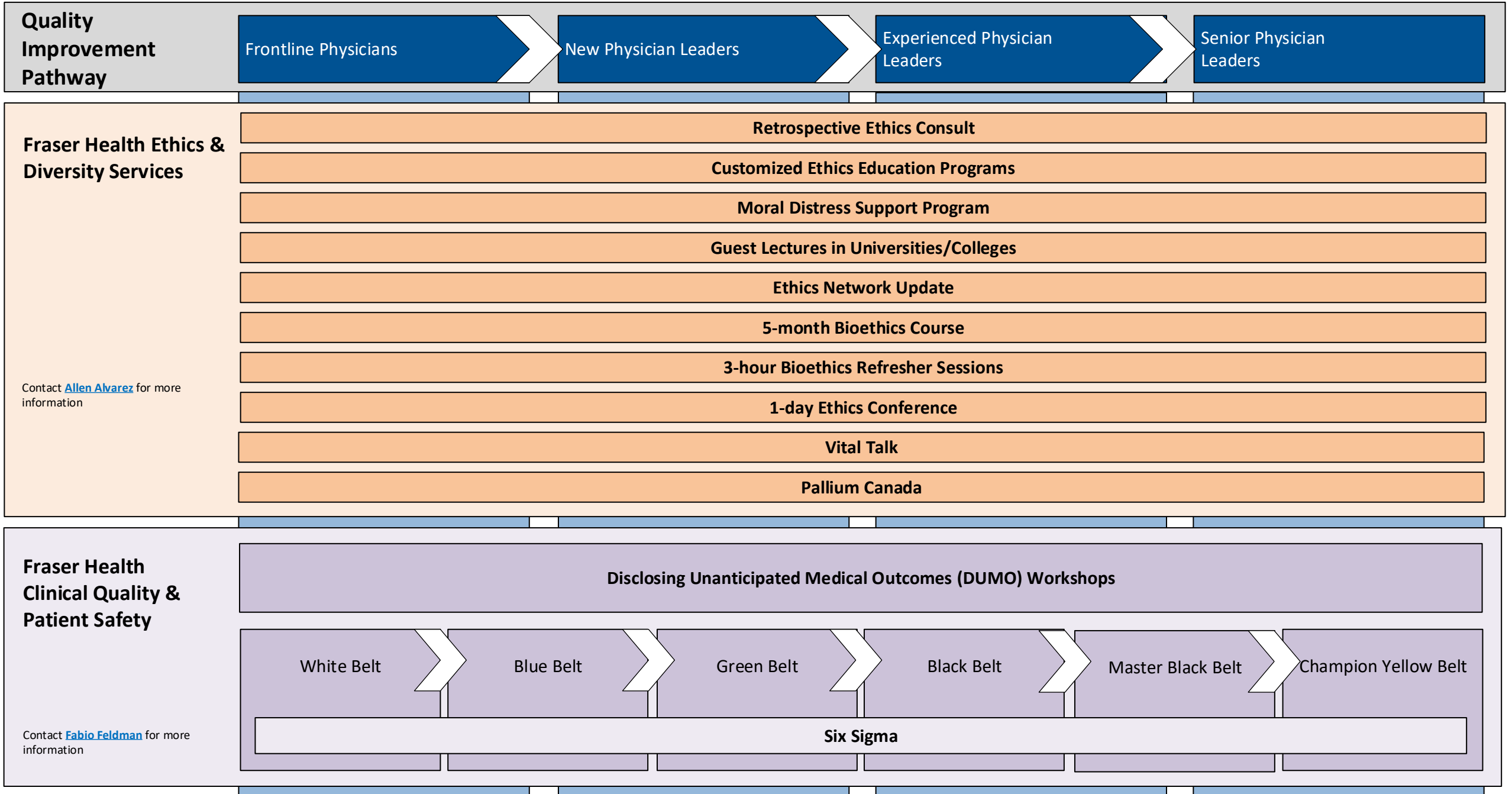
In-person courses/workshops delivered by Leadership and Organization Development:

Coaching Out of the Box (2 days + 2 x 90 min practice sessions)	Clear Leadership (4 days)	Leading for Engagement (L4E) (11.5 days)	Leadership and Management Skills (½ day workshops)	Transforming LINX	Transformational Leadership Series
<p>This program develops leaders' ability to engage and empower others by bringing a 'coach approach' to leading and partnering with others.</p>	<p>This program builds leaders' self-awareness and ability to navigate difference/ conflict with others, enhancing their ability to build and maintain open and clear relationships/ partnership with others.</p>	<p>L4E is FH's flagship Leadership Development program. Participants move as a cohort through three program phases focused on:  <b>Phase I:</b> Personal Mastery – Leading Self  <b>Phase II:</b> Clear Leadership – Leading Others  <b>Phase III:</b> Power and Systems – Leading in Systems</p>	<p>Half-day workshops in a range of management skill areas are currently offered for managers and directors. Some of these would be well suited to a physician leader audience – specifically:</p> <ul style="list-style-type: none"> <li>• Creating a Culture of Safety</li> <li>• Performance &amp; Talent Management</li> <li>• Culture by Design (building team culture)</li> </ul>	<ul style="list-style-type: none"> <li>• 3 “Residencies” of 3 days</li> <li>• Clinical and Non-Clinical participation</li> <li>• Focus: Provincial system-wide leadership</li> <li>• Nucleus of Program is significant cross-system action learning project</li> <li>• Executive Coaching</li> </ul>	<p>Half day learning events (2-3 per year) open to Senior medical and administrative leaders across Fraser Health.</p>

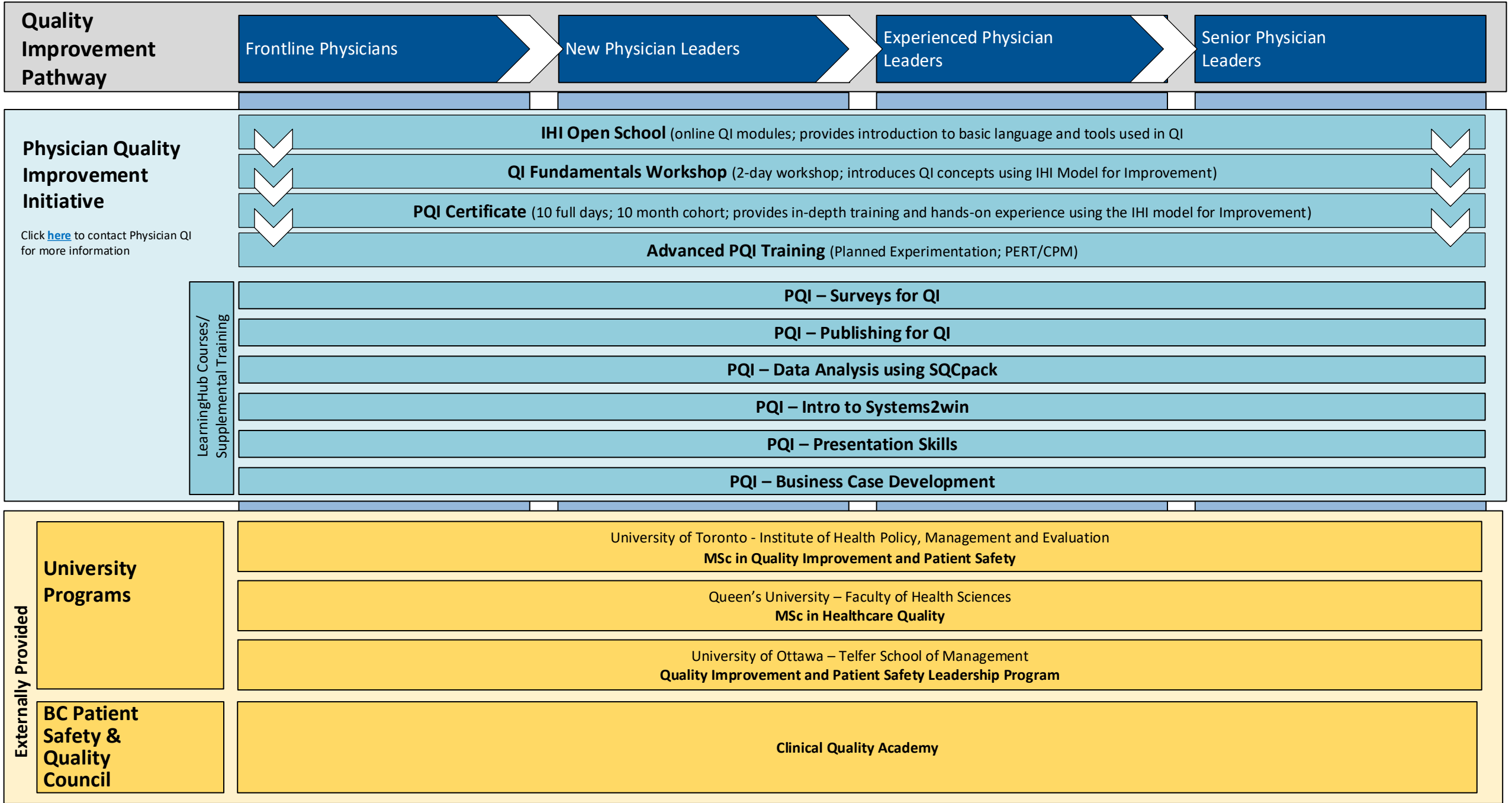
## Online Learning

Elearning (modules take approx. 90 min)	Micro-Learning Series (learning delivered in 10 min. micro-modules)
<p>A wide range of courses are available via Learning Hub. Topics include:</p> <ul style="list-style-type: none"> <li>• Addressing Emotions at Work</li> <li>• Building Trust Under Pressure</li> <li>• Delegating for Shared Success</li> </ul>	<p><b>Topics</b> (5-6 micro-modules in each):</p> <ul style="list-style-type: none"> <li>• Building trust under pressure</li> <li>• Basics of building trust</li> <li>• Understanding your trust building strengths</li> <li>• Challenge: Building Trust in Action</li> <li>•</li> </ul>

# Leadership & QI Development Pathway for Physicians



# Leadership & QI Development Pathway for Physicians



# Leadership and QI Development Pathway for Physicians

## Fraser Health Ethics & Diversity Services

Internally Provided Courses								Externally Provided Courses	
Retrospective Ethics Consult	Customized Ethics Education Programs	Moral Distress Support Program	Guest Lectures in Universities/ Colleges	Ethics Network Update	5-month Bioethics Course	3-hour Bioethics Refresher Sessions	1-day Ethics Conference	Vital Talk	Pallium Canada
<ul style="list-style-type: none"> <li>Learn to use ethics tools</li> <li>Frequency → as requested</li> </ul>	<ul style="list-style-type: none"> <li>Learn to use ethics tools</li> <li>Frequency → as requested</li> </ul>	<ul style="list-style-type: none"> <li>Learn to address moral distress</li> <li>Frequency → as requested</li> </ul>	<ul style="list-style-type: none"> <li>Learn to use ethics tools</li> <li>Frequency → as requested</li> </ul>	<ul style="list-style-type: none"> <li>Awareness of developments in ethics</li> <li>4 times a year</li> </ul>	<ul style="list-style-type: none"> <li>Enhance core ethics knowledge, skills and attributes that parallels the competencies required in providing kind and compassionate health care</li> <li>8 teleconferences &amp; 5 day workshop</li> <li>CPD accredited (42.75 Section 1 &amp; Mainpro+ credits)</li> <li>Once a year</li> </ul>	<ul style="list-style-type: none"> <li>Refresh core ethics competencies</li> <li>1 hour didactics (discuss basics and do self-assessment) &amp; 2 hour simulation (simulate conversations to practice skills)</li> <li>4 times a year</li> </ul>	<ul style="list-style-type: none"> <li>Learn to use ethics tools to address ethical challenges</li> <li>CPD accredited (6.25 Section 1 &amp; Mainpro+ credits)</li> <li>Once a year</li> </ul>	<ul style="list-style-type: none"> <li>Has a train-the-trainer course</li> <li>8 weeks online or 1 day in-person</li> <li>Offers U.S. CME credits for all its courses</li> <li>Click <a href="#">here</a> for more information</li> </ul>	<ul style="list-style-type: none"> <li>Provides an in-depth learning experience on essential skills and competencies of the palliative care approach</li> <li>Offers courses that are Accredited Group Learning Activity as defined by the Maintenance of Certification program of the Royal College of Physicians &amp; Surgeons of Canada</li> <li>Click <a href="#">here</a> for more information</li> </ul>

Contact [Allen Alvarez](#) for further information

## Fraser Health Clinical Quality & Patient Safety

Disclosing Unanticipated Medical Outcomes (DUMO) Workshop	Six Sigma					
	White Belt	Blue Belt	Green Belt	Black Belt	Master Black Belt	Champion Yellow Belt
<ul style="list-style-type: none"> <li>Understand the Standardized Approach to Disclosure</li> <li>Learn the best practices in disclosing patient harm and the approaches for managing difficult conversations</li> <li>2.5 hour workshop</li> <li>Click <a href="#">here</a> for more information</li> </ul>	<ul style="list-style-type: none"> <li>Introductory level of knowledge</li> <li>Participates as a project team member</li> <li>Online training</li> </ul>	<ul style="list-style-type: none"> <li>Understand and able to utilize Six Sigma tools</li> <li>Support Black Belts as project team members</li> <li>In-house training</li> <li>10 weeks</li> </ul>	<ul style="list-style-type: none"> <li>Understand and able to utilize Six Sigma tools</li> <li>Support Black Belts as project team members</li> <li>Provided externally by Villanova University</li> </ul>	<ul style="list-style-type: none"> <li>Leads Six Sigma projects</li> <li>Trains and coaches project teams</li> <li>Provided externally by Villanova University</li> </ul>	<ul style="list-style-type: none"> <li>Trains and coaches Black Belts and Blue Belts</li> </ul>	<ul style="list-style-type: none"> <li>Sponsor projects and mentor teams</li> <li>Acts as a bridge between Black Belts and organization management</li> <li>In-house training</li> </ul>
Click <a href="#">here</a> for more information						

Contact [Fabio Feldman](#) for further information

# Leadership & QI Development Pathway for Physicians



## Physician Quality Improvement (PQI)

### PQI Courses in LearningHub

PQI – Surveys for QI	PQI – Publishing for QI	PQI – Data Analysis using SQCpack	PQI – Intro to Systems2win
<ul style="list-style-type: none"> <li>Learn how to develop surveys for Quality Improvement project and analyze QI survey data</li> <li>3-hour in-person course</li> <li>Register <a href="#">here</a></li> </ul>	<ul style="list-style-type: none"> <li>Learn how to write technically for medical journals and poster publication specifically for Quality Improvement</li> <li>4-hour in-person course</li> <li>Register <a href="#">here</a></li> </ul>	<ul style="list-style-type: none"> <li>SQCpack is a robust Statistical Process Control (SPC) application that will help analyze, understand, improve, and communicate about quality processes</li> <li>3-hour in-person course</li> <li>Register <a href="#">here</a></li> </ul>	<ul style="list-style-type: none"> <li>Systems2win provides tools and templates like fishbone diagram, control charts and value stream maps</li> <li>1.5-hour in-person course</li> <li>Register <a href="#">here</a></li> </ul>

Contact [PQI](#) for more information

### Externally Provided Programs

<h4>SSC Physician Leadership &amp; Quality Improvement Scholarship</h4> <ul style="list-style-type: none"> <li>To support specialists in the development of their leadership and quality improvement skills</li> <li>Maximum funding of up to \$10,000 per physician each fiscal year (April 1 – March 31) can be applied for to cover actual tuition fees and travel costs. Submission of receipts will be required for reimbursement.</li> <li>Click <a href="#">here</a> for more information</li> </ul>	University Programs			BC Patient Safety & Quality Council
	MSc in Quality Improvement and Patient Safety	MSc in Healthcare Quality	Quality Improvement & Patient Safety Leadership Program	Clinical Quality Academy
	<ul style="list-style-type: none"> <li>University of Toronto – Institute of Health Policy, Management and Evaluation</li> <li>Designed for professionals who wish to develop their expertise and lead quality improvement research or initiatives within the health authority or the broader health care system</li> <li>Non-thesis, course only option or a thesis-based option</li> <li>8-month modular format with a compulsory 1-week intensive sessions in September</li> <li>Click <a href="#">here</a> for more information</li> </ul>	<ul style="list-style-type: none"> <li>Queen’s University – Faculty of Health Sciences</li> <li>Prepares professionals for practice, research and education in the developing area of health quality, risk and safety</li> <li>2 year, part-time interdisciplinary course-based program (online videoconferencing &amp; 2 mandatory one-week intensive sessions in July/August)</li> <li>Click <a href="#">here</a> for more information</li> </ul>	<ul style="list-style-type: none"> <li>University of Ottawa – Telfer School of Management</li> <li>Creates and supports health-care champions in the field of Quality Improvement and Patient Safety who can help lead and facilitate change and improvements within their practice, department, hospitals and across the entire health system</li> <li>11-day, modular program</li> <li>Click <a href="#">here</a> for more information</li> </ul>	<ul style="list-style-type: none"> <li>Provides professionals with the capability to effectively lead quality and safety initiatives in the process of improving health care quality</li> <li>Aims to recognize the vital role clinicians play in health system improvement and the unique needs and expectations they have related to professional development</li> <li>Offers a dyad option for clinicians and administrators</li> <li>8-month program with four (4) in-person residency sessions &amp; webinars</li> <li>Click <a href="#">here</a> for more information</li> </ul>

Contact [Jag Sandhu](#) for further information