

# Discipline of Family Medicine Strategic Planning Day #2

November 6, 2018

# Agenda

Time	Item	Speaker/Facilitator
1:00-1:20	Welcome	Dr. Kath Stringer
1:20-1:30	Purpose and Goal of the Day	Kristin Hanlon
1:30-2:00	Mission, Vision, and Strategic Priorities for 2019-2024	Kristin Hanlon
2:00-2:20	Team Building/Creative Thinking Exercise	Steve Shorlin
2:20-3:00	Group Discussion: What are your top 3 priorities?	Gerona McGrath
3:00-3:20	Afternoon Break (coffee, tea, snacks provided)	
3:20-4:30	Group Discussion: How will we reach our strategic priorities?	Gerona McGrath
4:30-4:50	Next Steps and Wrap Up	Dr. Kath Stringer

# Purpose of the Day

- To present the Discipline of Family Medicine's Vision, Mission, Key Strategic Priorities for 2019-2024.
- Work together to identify Action Plans for the next five years.
- Everyone's voice is important through the planning and implementation process.

# Vision

To advance health through leadership in socially accountable education, research, and comprehensive patient-centred care.

# Mission

Through respectful collaboration, the Discipline of Family Medicine (DFM) delivers excellence in learner-centred and evidence-informed education, patient-centered research and comprehensive primary care, meets the unique needs of our diverse communities, and advocates for equity in health.

# Our Values

- Strong, respectful relationships with patients, learners, partners, communities, and each other
- Collaboration and interdependent teamwork
- A supportive, innovative environment that promotes success for all
- Advocacy to improve healthcare and medical education

# Our Values

- Leadership across the educational continuum
- Our strength in rural medical education
- Ethical, impactful research
- Integrity and professionalism
- Excellence in comprehensive primary healthcare care and patient-centred care

# Strategic Priorities

Organized into six categories:

- 1) Internal Culture and Communication
- 2) Public Relations (Visibility) and Community Engagement
- 3) Education
- 4) Research
- 5) Social Accountability
- 6) Alumni Relationships



# Internal Culture and Communication

- Develop an integrated communications plan governing communications for internal stakeholders within the DFM, and external stakeholders such as the Faculty of Medicine (FoM) and Memorial University, Government, RHAs, and the community.
- Develop a process for planning and approval for new initiatives in the DFM which includes resource and sustainability planning

# Internal Culture and Communication

- Develop a revitalized organizational chart demonstrating vertical and horizontal interconnections between roles.
- Develop detailed descriptions of roles for all in the organizational chart highlighting both expectations and an accountability structure.
- Develop a succession plan for key faculty and staff roles
- Advocate for continued creation and implementation of new technologies in education, research and clinical care

# Public Relations (Visibility) and Community Engagement

- Determine an approach to enhance the image of the DFM externally and become a resource to government, health authorities, policy makers and the general public.
- Develop key messages and mechanisms to promote the DFM to other disciplines and divisions within the FoM.
- Develop a plan to formalize outreach for support from community partners for events.
- Develop, in coordination with the Destination Excellence Social Accountability Team, an approach to engaging community partners.

# Education

- Structure Faculty of Medicine medical education to integrate all aspects of teaching by DFM faculty and promote generalism.
- Promote layered learning at every teaching site.
- Provide equitable and accessible educational resources across all sites.
- Balance utilization of all teaching sites.

# Education

- Develop a comprehensive faculty development framework.
- Determine how to incorporate mechanisms for inter-professional participation and education across the curriculum.

# Research

- Create, strengthen, leverage, and promote research tools, networks, and linkages to foster research within the Discipline of Family Medicine.
- Collaborate with the FoM's Destination Excellence Research Team to determine research priorities.
- Develop mentorship opportunities within the DFM and with researchers elsewhere at FoM and/or MUN.
- Increase participation in research, in the number of funded research projects, and in the number of publications.

# Social Accountability

- Champion efficient and effective use of resources across the educational continuum and in practice.
- Advocate for health equity, indigenous health, and healthy populations both independently and in collaboration with the FoM's Destination Excellence Social Accountably project team.
- Develop a comprehensive, inclusive DFM framework to guide education, research and outreach activities to support patient-centred healthcare.
- Include the patient voice in all that we do.

# Alumni Relationships

- Develop a plan to track progress of alumni and retirees to engage them as potential mentors and supporters of current and future learners.
- Work in coordination with the Faculty of Medicine development officers to explore donor opportunities specific to the DFM.



# Group Discussion #1

What are your top 3 priorities?

# Group Reports

# Group Discussion #2

How will we reach our strategic priorities?

# Group Reports

# Next Steps

- Collation of results from today and other data
- Preparation of the Strategic Plan Report
- Tentative Plan Launch in January 2019
- Plan Implementation

Stay Tuned!