

Discipline of Family Medicine Strategic Planning 2019-2024

September 11, 2018

| Time | Item | Speaker/Facilitator | Room |
|-------------|--|----------------------------------|-----------------|
| 9:00-9:10 | Welcome | Dr. Kath Stringer | Main Auditorium |
| 9:10-9:30 | Purpose and Goal of the Day Summary of Strategic Planning Process | Kristin Hanlon | Main Auditorium |
| 9:30-9:40 | Destination Excellence: Faculty of Medicine Strategic Plan | Gerona McGrath | Main Auditorium |
| 9:40-10:10 | Creative Thinking Exercise | Steve Shorlin | Main Auditorium |
| 10:10-10:30 | Morning break (tea/coffee provided) | | Main Auditorium |
| 10:30-11:30 | Group SOAR Discussion: DFM's Current State | Gerona McGrath | Main Auditorium |
| 11:30-12:00 | Overview: Key Data Collected to Date | Gerona McGrath Kristin Hanlon | Main Auditorium |
| 12:00-1:00 | Networking Lunch (lunch provided) | | Atrium |
| 1:00-2:00 | Group Discussion: Vision and Mission | Gerona McGrath | 1M102 |
| 2:00-3:00 | Group Discussion: Strategic Priorities for 2019-2024 | Gerona McGrath | 1M102 |
| 3:00-3:20 | Afternoon Break (tea/coffee provided) | | Atrium |
| 3:20-3:50 | Group Discussion: Strategic Priorities for 2019-2024 | Gerona McGrath | 1M102 |
| 3:50-4:10 | Next Steps and Wrap Up | Kristin Hanlon Kath Stringer | 1M102 |

Purpose of the Day

To work together to identify the Discipline of Family Medicine's:

Vision, Mission, Key Strategic Priorities and Action Plans for the next five years.

Summary of Strategic Planning Process

| Time | Action |
|---------------------------------|---|
| February 2018 to September 2018 | Interviews with external stakeholders |
| April 2018 | Engaged Gerona McGrath, Co-Chair, Destination Excellence Implementation Steering Team |
| June 2018 | Formation and briefing of Executive Committee |
| August 2018 | Survey to internal stakeholders, including faculty, staff, patient advisory group |
| September 11, 2018 | Strategic Planning Day |
| September to October 2018 | Collation of data collected at planning day and environmental scan |
| October 2018 | Preparation of preliminary sections of plan / Executive Committee review and input |
| November 2018 | Strategic planning half day |
| November 2018 | Report preparation in consultation with Executive Committee |
| December 2018 | DFM Strategic Plan 2019-2024 launch |
| January 2019 | Implementation begins |

Executive Team Members

Executive Team Members

Dr. Katherine Stringer

Dr. Wendy Graham

Ms. Kristin Hanlon

Dr. Lynette Powell

Dr. Danielle O'Keefe

Dr. Amanda Pendergast

Dr. Lyn Power

Dr. Ean Parsons

Dr. Kris Aubrey

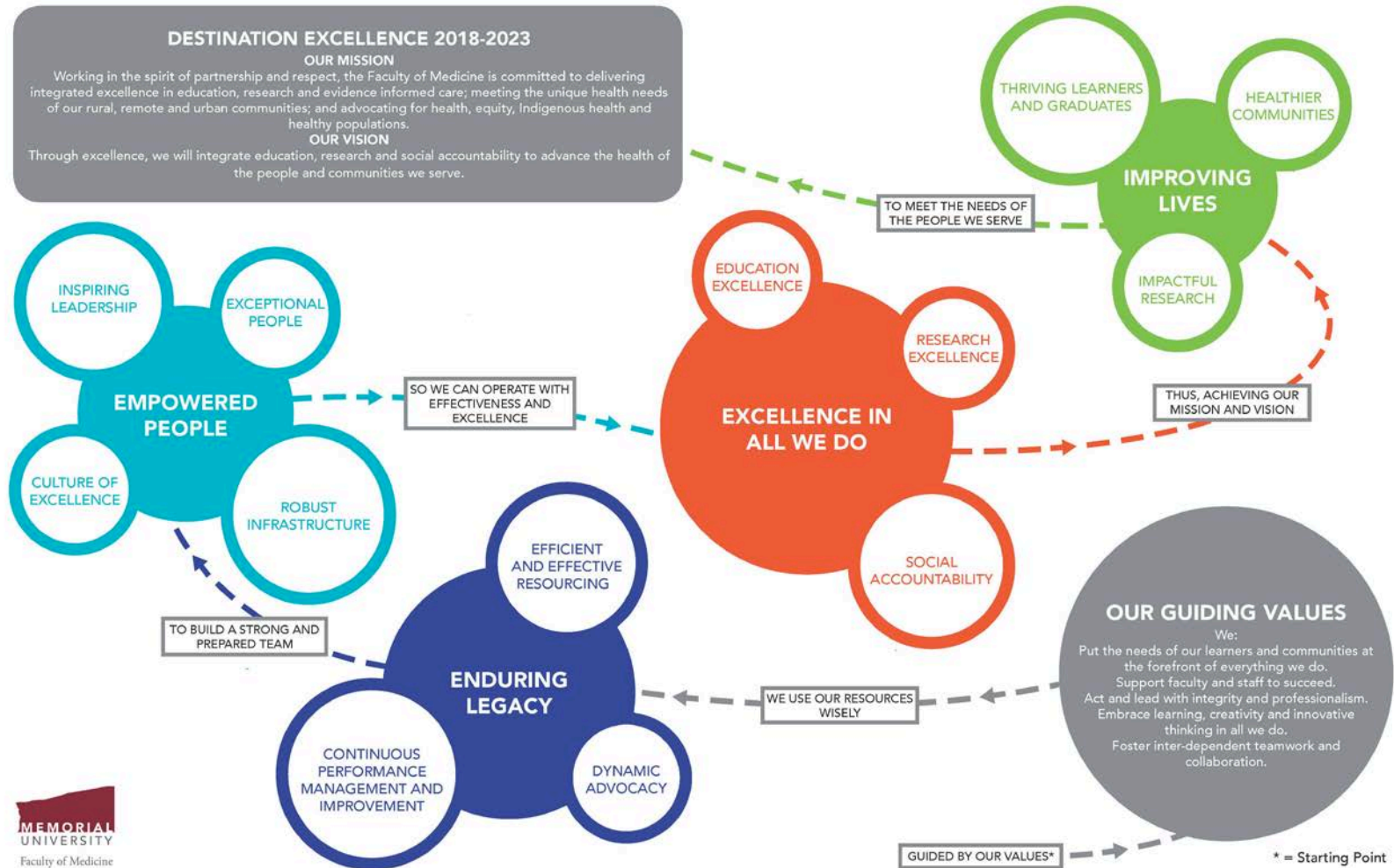
Dr. Norah Duggan

Dr. Michelle Levy

Dr. Stacey Wareham-Fowler

Dr. Pamela Snow

Faculty of Medicine's Strategic Plan



The Discipline of Family Medicine

- Strengths
- Opportunities
- Aspirations
- Results (and resources needed to get results)

10:30 to 11:15 SOAR Worksheet

11:15 to 11:30 Group Reports

Overview of Key Data Collected to date

- External Stakeholder interviews
- Internal Stakeholder Survey

External Stakeholder Interviews

- Dean, Faculty of Medicine
- COO, Faculty of Medicine
- Associate Dean, Postgraduate Programs, Faculty of Medicine
- Resident Leaders
- Department of Health and Community Services, Government of Newfoundland and Labrador
- Regional Health Authorities
- Associate Dean, New Brunswick
- Faculty Lead, Nunavut

Results: External Stakeholder Interviews

- Results used to inform answer options used in stakeholder survey.
- Highlights:
 - DFM has unique opportunity to provide leadership to Government, Regional Health Authorities, associations, and communities around primary health care and physician recruitment.
 - The distributed Streams model, and committed and experienced people, and presence in community are major strengths.
 - Family Medicine learners from Memorial are considered to be well-respected, professional, and well-prepared for practice.

Overview of Survey Results

- Top 3 Strengths:
 - Streams model (71%)
 - Our people (60%)
 - Our commitment to social accountability (50%)
 - Our research in primary care and medical education

Other items were added:

- Inter-professional education leaders
- Community involvement

Overview of Survey Results

- Top 3 Opportunities:
 - Increase our visibility as a primary care resource
 - Integrate academic and clinical services across the province using the streams
 - Increased development of inter-professional learners and practitioners in training sties.

Other items were added:

- Increase visibility with underserved
- Research linkages

Overview of Survey Results

- Vision = we will discuss in the next session
- Top 5 priorities=
 - Strengthen connections with learners along the educational continuum (76%)
 - Improve recruitment and retention of Family Physicians in the communities we serve (70%)
 - Improve perceptions about the DFM (68%)
 - Develop a distributed academic primary health care network to improve education and primary health care (54%)
 - Use our clinical to promote inter-professional teams

Overview of Survey Results

- I would recommend working in the DFM to a friend or colleague. (87% agreed or strongly agreed)
- I have the time and resources I need to carry out my work, including adequate access to technology, equipment, physical space, professional development, and information. (53% agreed or strongly agreed)
- I feel support and heard by leaders and coworkers in the DFM. (80% agreed or strongly agreed)
- I feel empowered to create and embrace opportunities for effectiveness and excellence in the DFM and the Faculty of Medicine. (72% agreed or strongly agreed)
- I feel well while doing my work. The DFM fosters an environment that encourages wellness for all. (66% agreed or strongly agreed)

Overview of Survey Results

- The DFM recognizes and celebrates individual and team achievements. (81% agreed or strongly agreed)
- I understand the Mission and Vision of the Faculty of Medicine as described in Destination Excellence 2018- 2023 Strategic Plan. (87% agreed or strongly agreed)
- I understand how the Faculty of Medicine Destination Excellence 2018-2023 Strategic Plan relates to my daily goals and objectives. (76% agreed or strongly agreed)
- Resources are used effectively in the DFM. (62% agreed)
- I know what my goals and objectives are for my work. (92% agreed or strongly agreed)
- I have opportunities to learn and develop in my role. (80% agreed or strongly agreed)

Vision Statements

A vision statement is a vivid aspiration of the higher-level influence an organization aims to have on others.

Vision

FoM Vision

Through excellence, we will integrate education, research and social accountability, to advance the health of the people and communities we serve.

Mission

FoM Mission: Working in the spirit of partnership and respect, the Faculty of Medicine is committed to delivering integrated excellence in education, research and evidence informed care; meeting the unique health needs of our rural, remote and urban communities; and advocating for health, equity, Indigenous health and healthy populations.

1:00 to 1:45 Vision and Mission
Worksheets

1:45 to 2:00 Group Reports

Strategic Priorities for DFM

- Education
- Research
- Social Accountability
- Other?

Group Reports

Next Steps and Wrap Up

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