

# POSTGRADUATE MEDICAL EDUCATION OFFICE (PGME) - STRATEGY MAP

FEBRUARY 2022

thus achieving our  
MISSION and VISION

## OUR MISSION

To provide outstanding education and training to our postgraduate learners in an inclusive, respectful and safe environment, through effective administration, collaboration and coordination

## OUR VISION

A nation-leading postgraduate training hub offering integrated, accountable, evidence-based and systematic approaches to postgraduate training, supported by outstanding leaders, producing excellent physicians for today and tomorrow.

to meet the needs of  
the PEOPLE we serve,

### IMPROVING LIVES

#### Thriving learners and graduates

- Faculty and postgraduate learners rate their experience interacting with PGME as positive
- Postgraduate learners rate their educational experience as positive
- Postgraduate learners achieve success in their respective certification examinations
- Postgraduate learners are equipped with the competencies needed to thrive in the health systems of the 21st Century
- Postgraduate educational leaders feel equipped to carry out their administrative duties
- Learners feel connected to and supported by Program Directors

#### Impactful research and scholarship

- Our postgraduate training programs and PGME office activities contribute to research on postgraduate education
- Postgraduate learners feel supported when carrying out their research projects
- Recognize and celebrate research achievements

#### Healthier communities

- Postgraduate learners are motivated to stay in our communities after graduation to support our province's health systems' needs
- Government, academic, and health partners are involved in the pursuit of our mission and vision

so we can operate with  
EFFECTIVENESS and  
EXCELLENCE,

### EXCELLENCE IN ALL WE DO

#### Service Excellence

- Service requests are dealt with in a professional and timely manner
- Accurate, consistent information is communicated to our various stakeholders in a timely manner
- Workflow is streamlined where possible
- There is active collaboration with stakeholders and information sharing

#### Education Excellence

- Support programs in the selection of learners
- Ensure a fair, equitable and transparent selection process framework
- Provide exemplary foundational educational experiences
- Support collation and organization of assessment data in an electronic portfolio (MUN Competence Assessment Tool – MUNCAT) and accompanying dashboards
- Support programs in implementing innovative approaches, in accordance with CanERA, standards
- Collaborate with Distributed Medical Education (DME) to provide learners with active, engaged, and authentic community-based experiences
- Incorporate competency-based learning, programmatic assessment and inter-dependent practice principles

#### Research Excellence

- Ensure each postgraduate program supports research training in its curriculum
- Promote and engage in educational scholarship in the field of postgraduate medical education and administrative best-practices
- Act as a liaison to other Faculty units (e.g. RGS, OPED) to facilitate research training opportunities

#### Social Accountability

- Ensure each postgraduate program is preparing postgraduate learners to understand the determinants of health and health policy, and to advocate for patients and communities
- Collaborate with Distributed Medical Education (DME) to evaluate and enhance distributed offerings in alignment with community needs
- Enhance postgraduate training in the care of indigenous, racialized and underserved population
- Foster partnerships that strengthen capacity in underserved populations and rural and remote areas

	<b>OUR EMPOWERED PEOPLE</b>			
	<b>Culture of Excellence</b>	<b>Inspiring Leadership</b>	<b>Exceptional People</b>	<b>Robust Infrastructure</b>
<b>to build a STRONG and PREPARED team,</b>	<ul style="list-style-type: none"> <li>Unify our team around our shared postgraduate mission, vision and values</li> <li>Work with stakeholders to cultivate a productive, engaging, and supportive work environment for members of the postgraduate community</li> <li>Integrate social accountability into the decision making processes of PGME</li> <li>Embrace meaningful change and translate ideas and solutions into action</li> </ul>	<ul style="list-style-type: none"> <li>Nurture and support formal and informal leaders to inspire and lead</li> <li>Facilitate effective communication amongst members of the postgraduate community and with our community partners</li> <li>Encourage and support leadership development for current and future leaders</li> <li>Promote and embrace opportunities for staff, learners and postgraduate leaders to achieve their potential</li> </ul>	<ul style="list-style-type: none"> <li>Recognize and celebrate staff, learner and postgraduate community achievements</li> <li>Build our training program leadership capabilities through collaborative recruitment and succession planning</li> <li>Contribute to an environment that encourages wellbeing for all</li> </ul>	<ul style="list-style-type: none"> <li>Pursue advances in education, research and information technology</li> <li>Embrace technologies that enhance collaboration</li> <li>Employ data management capabilities and capacity to capture, store, preserve, access and utilize data securely</li> </ul>
	<b>OUR ENDURING LEGACY - SUSTAINABILITY</b>			
	<b>Efficient, Effective Resourcing</b>	<b>Continuous Performance Management and Improvement</b>		<b>Dynamic Advocacy</b>
<b>we use our RESOURCES wisely,</b>	<ul style="list-style-type: none"> <li>Allocate resources and funding in direct alignment with our strategic map</li> <li>Enhance human resources within PGME in alignment with our mission and vision</li> <li>Pursue opportunities for expanding and enhancing PGME revenue, including appropriately resourced expansion of postgraduate training of internationally-sponsored learners</li> </ul>	<ul style="list-style-type: none"> <li>Track, measure, and analyze our performance across our mandate, including using assessment data available via MUNCAT and accompanying dashboards</li> <li>Use data to set performance goals and to drive continuous improvement</li> <li>Strengthen program evaluation to enable improvements</li> <li>Improve efficiency and productivity through process, technology, and quality improvement initiatives</li> <li>Monitor population health and our external environment, including emerging opportunities, risks and challenges</li> </ul>		<ul style="list-style-type: none"> <li>Identify, foster, and participate in partnerships that advance our mission and vision</li> <li>Promote and communicate the contributions of our learners, training programs and the postgraduate community to society</li> </ul>
<b>Guided by our VALUES,</b>	<b>OUR VALUES</b>			
	Be responsive to the needs of our learners			
	Embrace effectiveness, transparency, and accountability			
	Engage stakeholders			
Demonstrate collaborative leadership				