



Leadership in Medical Education (LME) The future of health professions workforce

Leadership from qualified, committed educators sets the foundation for the health care workforce of the future, and that workforce is the backbone of quality care. Since 2005, ESME Courses have provided face-to-face and online learning experiences to help professionals deliver the best in medical education. Today, the AMEE-ESME Leadership in Medical Education (LME) course partners with the Human Systems Dynamics Institute (HSDI) to extend that program to support educational and institutional leaders of the future.

LEADERSHIP

The future of health professions education addresses the four most pressing and systemic challenges in medical education:

- ▶ Decision making in complex, unpredictable environments
- ▶ Collaboration across disciplinary, social, and organizational boundaries
- ▶ Balancing flexibility for individual care with system-wide consistency
- ▶ Assessing performance for accountability and sustainability

The course is based on the assumption that every health professional/teacher is a leader, and that every leader is a teacher.

It is aimed at those who are ready for new leadership opportunities and challenges, especially those who have experienced other ESME courses.

On successful completion of the course you will receive two certificates: an AMEE-ESME LME Certificate in Medical Education provides evidence of the participant's interest in ongoing development and abilities as a teacher-leader in their institution; and an HSDI Certificate in Leadership in Health Professions Education that is evidence of successful completion of an Adaptive Action lab.

All that is needed to participate is access to a broadband Internet connection.

DATES

- ▶ Starting dates: **September 27, 2016** Ending date: **November 18, 2016**
- ▶ Starting date: **February 7, 2017** Ending date: **March 31, 2017**

FORMAT

The course is delivered over 8 weeks and has 4 modules.

- ▶ Join **interactive Adobe Connect web-based presentations** by Professors Stewart Mennin and Glenda Eoyang, where they provide an overview, introduce ideas and describe current thinking relating to the topic. A recording of the sessions will be available.
- ▶ Take part in **online discussions** at a time convenient to you and apply the ideas and principles to your own teaching practice, facilitated by a course tutor.
- ▶ Access **key resource material** provided, including a copy of *Adaptive Action: Leveraging Uncertainty in Your Organization* (Eoyang & Holladay, 2013) and materials custom developed for this class.
- ▶ Access additional **MedEdWorld webinars and resources** to continue your professional development.
- ▶ Awarding the international AMEE-ESME LME and the HSDI Adaptive Action Lab certificates require:
 - participation in asynchronous online discussions;
 - brief written descriptions of HSD principles for each module; and
 - application of two models or methods to a work-based leadership "sticky issue."

ADVANTAGES

- ▶ The course offers a **flexible** approach. You can take part at a place – home or work – and at a time convenient to you.
 - ▶ The course is **practical** with a simple and clear theoretical underpinning. The ideas are presented in such a way that they can be applied to your day-to-day work as a teacher or trainer.
 - ▶ You **engage with colleagues** with a similar interest in a supportive, nonthreatening learning environment.
 - ▶ You gain a rich **set of resources** to support your engagement with the course and for your personal use later.
 - ▶ You use your own **day-to-day challenges** as a laboratory to practice what you learn while making a difference.
- The **AMEE-ESME LME Certificate in Medical Education Leadership** recognises your commitment to achievement in the field.



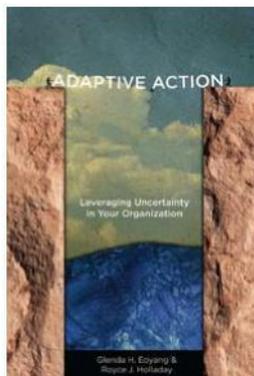
**HUMAN SYSTEMS
DYNAMICS INSTITUTE**





REGISTRATION & FEES

Fees include access to Adobe Connect interactive presentations, participation in an online discussion forum facilitated by a tutor, course resource materials including a copy of Eoyang and Holladay's *Adaptive Action: Leveraging Uncertainty in Your Organization*, assessment of course work and if the work is completed satisfactorily, the award of an AMEE-ESME LME Certificate in Medical Education Leadership.



- ▶ Standard Fee (includes membership of AMEE and MedEdWorld for one year): **£545**
- ▶ Fee for AMEE members: **£475**
- ▶ Participants from countries less well resourced (includes MedEdWorld Membership for one year) **£285**

Register online for ESME LME online course <http://www.amee.org/amee-initiatives/esme-courses>

[Online Terms and Conditions](#)

TUTORS



Stewart Mennin, PhD, will co-lead the program. He is a world renowned expert in health professions education and applications of human systems dynamics to leadership and health care workforce development.



Glenda H. Eoyang, PhD, will co-lead the program. She is the founding executive director of the Human Systems Dynamics Institute. She is a pioneer in the theory and practice of complexity sciences applied to real-world challenges.



Mary Nations will serve as Course Tutor. She is a certified Human Systems Dynamics Consulting Associate, coach, and practitioner.

MODULES

Module 1: Leading at the edge of uncertainty

- Be resilient and innovate in turbulent environments
- See patterns in chaos, understand and take action
- Build capacity to adapt in times of unpredictable change
- Integrate these lessons to build adaptive capacity for your students

Module 2: Working better together

- Establish successful inter-professional practice teams
- Collaborate across organizational and personal boundaries
- Transform systems of health across communities
- Apply your learning to collaborative learning designs and practices

Module 3: Finding the fix that fits

- Adapt to find solutions that are both efficient and effective
- Balance consistency with one-on-one customization
- Design policies, processes, practices that fit local needs and resources
- Expand your options for instructional design, delivery, and engagement

Module 4: Making the good better

- Explore multiple approaches to assessment and evaluation
- Use evaluation processes to inform learning and quality improvement
- Base assessment processes on principles of practice to integrate learning & performance
- Help your students assess and improve their own performance

“Throughout the course, my perspective on leadership has changed exponentially”

“I always thought that leaders are the ones with authority. I now know better! Being a leader is about...being able to reach, take, and implement wise actions...changing conditions rather than people...”

“I am now more aware of the leadership potential each one of us has all the time in every role...”

Leadership in Medical Education Participants

We look forward to welcoming you to this course and will work with you to ensure you enjoy the experience and get maximum benefit from participating.

If you require any additional information, please contact us at ESMEOnline@dundee.ac.uk and we would be pleased to assist you.

<http://www.amee.org/amee-initiatives/esme-courses>



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