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An Online Leadership Program for Faculty and Residents

Lara Hazelton Director, Academic Faculty Development
Geoff Williams Assistant Dean Postgraduate Medical Education
Dalhousie University, Halifax, NS CANADA



Why would a med school develop its own online leadership course?

Content relevant to the local context

Geographically distributed medical school

Basic science faculty

Lower cost to participants

Establish relationships across the faculty

Build local capacity for teaching/facilitating leadership education



Planning Process

- Environmental scan
- Survey to Department Heads and A/A Deans
- Focus groups
- Advisory Committee



ONLINE FORMAT

Content hosted on Dalhousie Brightspace
Primarily asynchronous (recorded webinar)
Distributed
Accredited
Moderated discussion boards
Limited registration



The following were endorsed as ‘very important’ by 9 or more respondents:

- **Understanding your leadership style (13)**
- **Managing conflict (12)**
- **Serving on committees and chairing meetings (11)**
- **Overview of FoM structure (10)**
- **Working with clerical and admin staff (9)**
- **Collaboration and engagement (9)**
- **Change management (9)**



Other highly-rated topics included

Goal setting and time management (8)

Mentoring (8)

Wellness (8)

Coaching (7)



Content

Unit 1: Understanding and Refining Your Leadership Style

Unit 2: Goal Setting and Time Management

Unit 3: Collaboration, Collegiality and Productive Conflict

Unit 4: Project Management (faculty)/Fostering Resiliency in Residency (residents)

Unit 5: Chairing Meetings and Serving on Committees

Unit 6: Mentoring and Coaching

(Electives for faculty: Women in Leadership, Wellness, Engaging Faculty at a Distance)



Experience to date

3 faculty cohorts (80 participants total)

47 completers

Resident cohort (25 participants) just started



Lessons Learned and Ongoing Challenges

Open registration is better than nominations

Limit time discussion boards are open

Support and value moderators

Synchronous components – needed?

Program evaluation and supporting long-term leader development



Comments from

graduates

- "It was great to be able to complete the course work when I had the time, instead of having to fit a set time into my schedule."
- "This challenged me but was not too difficult either. It was a good balance."
- "Overall, this was a fantastic course. I feel that it should be offered and be mandated for all faculty who take on a leadership role."

Thank you.

