

Lead Complex Change: Innovate, Assess and Sustain

Leadership is about helping others succeed. Every medical educator, health professional, and teacher is a leader, and every leader is a teacher. Apply disciplined and successful approaches to four of the most pressing and systemic challenges in health professions education today:

- ▶ Make decisions in complex, unpredictable environments
- ▶ Collaborate and coordinate across disciplinary, social, and organizational boundaries
- ▶ Balance flexibility for individualized teaching and patient care with system-wide consistency
- ▶ Assess performance for accountability and sustainability

The AMEE-ESME Lead Complex Change (LCC) course is a partnership with the Human Systems Dynamics Institute (HSDI) that offers a way to achieve successful educational collaboration in complex and uncertain circumstances.

The Course is aimed at all teachers and practitioners who are ready for new leadership, skills, opportunities and challenges, especially those who have experienced other ESME courses and other medical education courses.

On successful completion, you will receive two certificates: an AMEE-ESME Leadership in Medical Education that provides evidence of your ongoing development and abilities as a teacher-leader in your institution; **and a Human Systems Dynamics Institute Certificate in Leadership in Health Professions Education** that is evidence of successful completion of an Adaptive Action laboratory.

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

DATES

- ▶ Starting date: **February 6, 2018** Ending date: **March 30, 2018**
- ▶ Starting date: **September 25, 2018** Ending date: **November 16, 2018**

FORMAT

The course has 4 modules explored over 8 weeks.

- ▶ Join **interactive web-based presentations** by **Professor Stewart Mennin**, where he introduces ideas and describes current thinking related to leading complex change in health professions education in a time of increasing uncertainty. A recording of all sessions will be available.
- ▶ Take part in **online discussions** and apply powerful methods and principles to your own teaching and practice, facilitated by the course tutor.
- ▶ Access **key resource material**, including a copy the Course Guide Book custom developed for this class.
- ▶ Access **MedEdWorld webinars and resources** to continue your professional career development.
- ▶ To earn the AMEE-ESME LCC and HSDI Adaptive Action Lab certificates you will:
 - Participate in asynchronous online discussions
 - Engage in an Adaptive Action Experiment for each of the four course Modules, using HSD principles
 - Share written descriptions of your experiment
 - Apply models and methods to your work-based leadership “sticky issues”

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, practitioner and leader.
- ▶ 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 and HSDI Certificates in Health Professions Education Leadership** recognize your commitment to achievement in the field.





REGISTRATION & FEES

Fees include:

- Access to interactive presentations
- Participation in an online discussion forum facilitated by Professor Mennin
- Course resource materials including a copy of the LCC Course Guidebook

Upon satisfactory completion of Course, you will receive an AMEE-ESME-LME Certificate in Medical Education Leadership and a Humans Systems Dynamics Certificate of Leadership in Health Professions Education.

- ▶ 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
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.



Mary Nations will serve as Course tutor. She is a certified Human Systems Dynamics Professional who serves as a Consulting Associate. She uses HSD in her own practice and in her role as teacher and coach as she supports HSD learners around the world.

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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 or d.p.davidson@dundee.ac.uk and we would be pleased to assist you.

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



**HUMAN SYSTEMS
DYNAMICS INSTITUTE**
www.hsdinstitute.org

MODULES

Module 1: Leading at the edge of uncertainty

- ▶ Be resilient and innovate in challenging environments
- ▶ See patterns in uncertainty, understand and take informed action
- ▶ Build capacity to adapt in times of unpredictable change
- ▶ Apply these methods to build adaptive capacity for your students and colleagues

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 educational 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 leading 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..."

"Really impressive course that makes a real change in my behavior"

Leadership in Medical Education Participants

