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WHO

AFMC has developed an International Dean Leadership Development program to support professional development of Deans of Medicine, Deans of Health Sciences Faculties, aspiring Deans and others in decanal leadership positions around the world.

The program includes online facilitated sessions in English and will culminate with a face-to-face meeting at the inaugural International Congress of Academic Medicine (ICAM), in Halifax, Nova Scotia, Canada from April 3 to 7, 2025.

WHAT

This program is intended for Deans of Medicine, Deans of Health Sciences Faculties, aspiring Deans and others in decanal leadership positions who work in a global environment.
WHERE

The AFMC International Dean Leadership Development program will be offered virtually (via Zoom platform) over nine sessions.

WHEN

The program will begin in October 2024. Time duration of sessions is 1.5 hours with the addition of up to 1 hour of pre-reading or reviewing recorded sessions. Total Learning Time: 35.5 hours.

WHY

Engage global Dean leaders in medicine, academic medicine, academic health professions. Build skills and competencies in leadership.
PROGRAM TOPICS & LEARNING OBJECTIVES

OVERALL PROGRAM OBJECTIVES

At the end of this program, participants will be able to:
1. Transform the fundamental leadership and management skills of building trust, effective team management, resource management, and fostering a culture of innovation in a global academic medical school environment.
2. Apply the knowledge acquired in this program to the leadership in an academic and/or clinical environment.

METHODS

Virtual: Panels, flipped classroom, breakout sessions, mentor sessions, applied learning report.
Onsite: Presentations on applied learning report and networking with program participants, and mentors.
By attending this session participants will be able to:
1. Describe an overview of the certificate program.
2. Discuss the reflective learning report requirements.
3. Identify mentorship and coaching opportunities.

**Session 1: Building Trust in Leadership**

By attending this session participants will be able to:
1. Apply best practices in building trust in leadership.
2. Adapt best practices to various environments within academic medicine.
3. Describe how you can engage your team to work effectively together to carry out your academic mission.

**Session 2: Effective Team Management (A) - Roles in Difficult Conversations and Disruptive Behaviour**

By attending this session participants will be able to:
1. Explain your role in crucial conversations.
2. Apply principles of fairness, compassion and accountability to resolve incidents of disruptive behaviour, and prepare for a difficult feedback conversation.
3. Design prevention strategies that promote respectful professional behaviour.
Session 3: Effective Team Management (B) - Mentorship, Coaching and Sponsorship
November 2024

By attending this session participants will be able to:
1. Determine how you will incorporate mentorship and coaching into your Faculty.
2. Describe an approach to mentorship based on level of career advancement within Faculties.
3. Outline how you can evaluate the effectiveness of the mentorship program within your Faculty.

Session 4: Resource Management (A) - Strategic Planning, Stakeholder Engagement, and Partnerships
December 2024

By attending this session participants will be able to:
1. Establish a framework for strategic planning for your Faculty.
2. Create a Stakeholder Map for your Faculty and highlight the relationships between stakeholders.
3. Determine key existing and potential partnerships to enable the strategic plan.

Session 5: Resource Management (B) - Strategic Planning, Financial Planning, Resources for Academic and Clinical Missions
January 2025

By attending this session participants will be able to:
1. Describe how to align the budget and resources for your organization with the strategic plan.
2. Develop a checklist of items/elements required in a robust financial plan consistent with your context.
3. Describe how to maximize the effectiveness of existing resources.
**Session 6:** Resource Management (C) - Proactive Management in Time of Crisis  
January 2025

By attending this session participants will be able to:  
1. Describe steps in becoming a proactive leader, especially in times of crisis.  
2. Determine how to strategically reduce risk for your organization.  
3. Establish an approach enabling a positive change during and following a crisis.

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**Session 7:** Organizational Culture (A) - EDI (diverse faculty/staff, community), Anti-racism, Women in Leadership  
February 2025

By attending this session participants will be able to:  
1. Explain how diversity enhances success of institutions.  
2. Develop an approach to enhancing diversity at an institutional level.  
3. Discuss the barriers to diversity in your context.

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**Session 8:** Organizational Culture (B) - Social Accountability  
March 2025

By attending this session participants will be able to:  
1. Evaluate social accountability of medical schools within your context.  
2. Identify important drivers to enhance social accountability within your context.  
3. Integrate opportunities to engage with the communities that your Faculty of Medicine serves.
Session 9: In Person Presentation at ICAM
April 2025: Applied Learning Report

By attending this session participants will be able to:
1. Evaluate one of your own challenges and identify possible solutions based on your learnings from the program.
2. Create an opportunity for feedback from peer leaders.

MENTORSHIP

Health Leaders who are accepted to this program will have the opportunity to be matched with a Dean Mentor based on the needs identified by the participant(s).
Application Process for the 2024-2025 Program

Due to a limited number of seats, the program will be accepting 20 participants.

Applicants must meet criteria as outlined in the application. Download the Adobe PDF File, complete and send to iddp@afmc.ca with all attachments.

Application Deadline: May 15, 2024
Payment in Full: September 15, 2024

Fee

The registration fee for the 2024-2025 program is $2,230 and must be paid in full by September 15, 2024. The planning committee will be considering discounted program fee rates for middle and low income countries. Travel costs are the responsibility of the program participants. The program fee is non-refundable and is non-transferrable to the following year.
Registration for the 2025 International Congress on Academic Medicine Meeting (ICAM) will be available in the Fall 2024 and all program participants must register. Special high, middle, and low income rates will be available. Travel costs are the responsibility of the program participants.

Attendance

For a certificate of completion ALL virtual sessions must be attended including onsite attendance at the International Congress of Academic Medicine – April 3 to 7, 2025, Halifax, Nova Scotia, Canada.

Contact Information

For further information regarding this program please contact iddp@afmc.ca
AFMC International Dean Leadership Development Program Planning Committee

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