

INTERNATIONAL DEAN



**LEADERSHIP
DEVELOPMENT
PROGRAM**



THE ASSOCIATION OF FACULTIES
OF MEDICINE OF CANADA
L'ASSOCIATION DES FACULTÉS
DE MÉDECINE DU CANADA



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LEADERSHIP
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WHAT

AFMC is hosting the next 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 is delivered through 9 synchronous virtual sessions each lasting approximately 2 hours. It culminates with a face-to-face half day meeting at the International Congress on Academic Medicine (ICAM), which will take place in Montreal, Quebec, Canada from April 1-4, 2027. The program will be delivered in English only, however participants can complete and present their applied learning reports in French.

Participants will complete an applied learning report focused on a challenge they identify in their own environment. They will also be matched with a senior leadership mentor for the duration of the program.

The program was developed to engage global leaders in medicine, academic medicine, and academic health professions. By attending the sessions, 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 leadership in an academic and/or clinical environment.



WHO

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 Teams platform) over nine sessions.

WHEN

- The program will begin in September 2026.
- Each session is 2 hours in duration. There may be up to 1 hour of pre-reading in preparation for each session.
- 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.



PROGRAM SESSIONS

Introduction and Welcome to Program

September 2026

- . Introductions of participants
- . Overview of the program
- . Discuss the reflective learning report requirements
- . Mentorship and coaching opportunity
- . Plan for presentation at the ICAM 2027

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

September 2026

By attending this session participants will be able to:

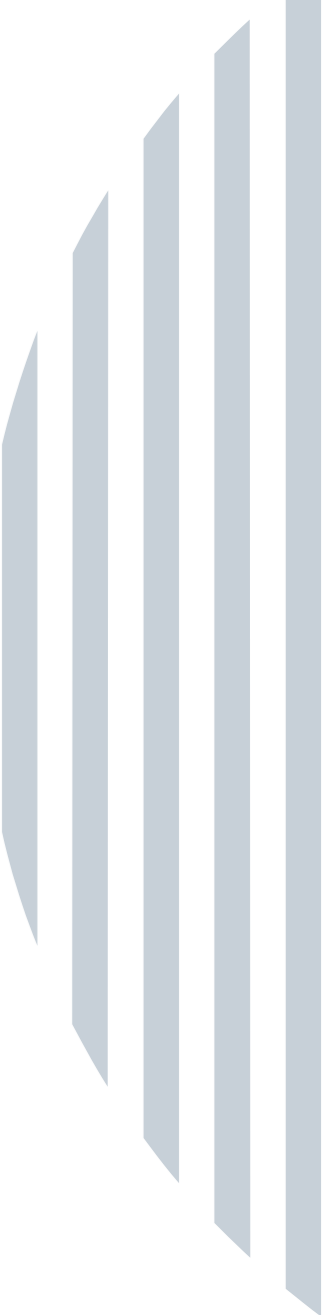
1. Apply best practices in building trust in leadership.
 2. Adapt best practices for faculty engagement.
 3. Describe how to engage teams to work effectively together to carry out the academic mission.
-

Session 2: Roles in Difficult Conversations and Disruptive Behavior

October 2026

By attending this session participants will be able to:

1. Explain your role in difficult 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: Leading Through Crisis

November 2026

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.
-

Session 4: Wellbeing Centred Leadership

November 2026

By attending this session participants will be able to:

1. Describe the state of wellbeing of our academic workforce.
 2. Outline the 3 critical elements of wellbeing centred leadership and its impact on burnout, engagement & professional fulfillment.
 3. Discuss surveillance and intervention strategies to identify and address struggling work & learning environments including a governance structure for wellbeing across the academy.
-

Session 5: Embedding Social Accountability in Academic Leadership

December 2026

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 6: Equity in Action: Tools for Deans to Lead Diverse, Anti-Racist Institutions

January 2027

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.
-

Session 7: Effective and ethical Integration of new Technologies

January 2027

By attending this session participants will be able to:

1. Describe effective ways of AI integration in programs and systems.
 2. Define Ethical/practical use of AI in academic medicine.
 3. Develop a framework for leveraging technology for productivity.
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Session 8: Strategic Planning, Stakeholder Engagement, and Partnerships

February 2027

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 9: Financial Planning and Resources for Academic and Clinical Missions

March 2027

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.
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Session 10: Navigating Government Relations in Healthcare Systems (In person at ICAM)

APRIL 2027

By attending this session participants will be able to:

1. Analyze the governmental landscape influencing academic medicine to better anticipate policy shifts and funding priorities.
 2. Develop strategic approaches to government relations and advocacy that align institutional priorities with public policy agendas.
 3. Apply political navigation skills to manage complex stakeholder relationships, including ministers and health authorities.
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In Person Presentation at ICAM : Applied Learning Report

April 2027

By attending this session participants will be able to:

1. Evaluate one of your their challenges and identify possible solutions based on their 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 Senior Leadership Mentor based on the needs identified by the participant(s).



Application Process for the 2026-2027 Program

Due to a limited number of seats, the program will be accepting 12 participants.

Applicants must meet criteria as outlined in the application. Download the application file, complete and send to ssewell@afmc.ca with all attachments.

Application Deadline: May 31, 2026 at 11:59 PM

Notice of Acceptance by: June 18, 2026

Payment in Full: August 31, 2026

Fee

The registration fee for the 2026-2027 program is \$5995 and must be paid in full by August 31, 2026. 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.

Once registration for the 2027 International Congress on Academic Medicine Meeting (ICAM) is open, all program participants will be required to register. Special middle, and low income rates will be available. Travel costs will be 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 1 to 4, 2027, Montreal, Quebec, Canada.

Contact Information

For further information regarding this program please email: ssewell@afmc.ca