



UBC DEPARTMENT OF MEDICINE STRATEGIC PLANNING



Site Visits

April / May 2022

STRATEGY + DECISION SUPPORT

AGENDA

- | | |
|---|--------|
| 1. Introductions & Welcoming Remarks | 15 min |
| 2. Strategic Planning Project Overview & Approach | 15 min |
| 3. Group Discussion | 55 min |
| 4. Next Steps | 5 min |



PROJECT OVERVIEW

Key Drivers:

- New Leadership – need to set a unified direction
- Need to strengthen engagement and connections with clinical faculty and distributed sites
- Recurring deficit over the past 5 years has limited the department's resource capacity (i.e. lack of funding for faculty renewal and there is an inconsistent level of admin support across the divisions).

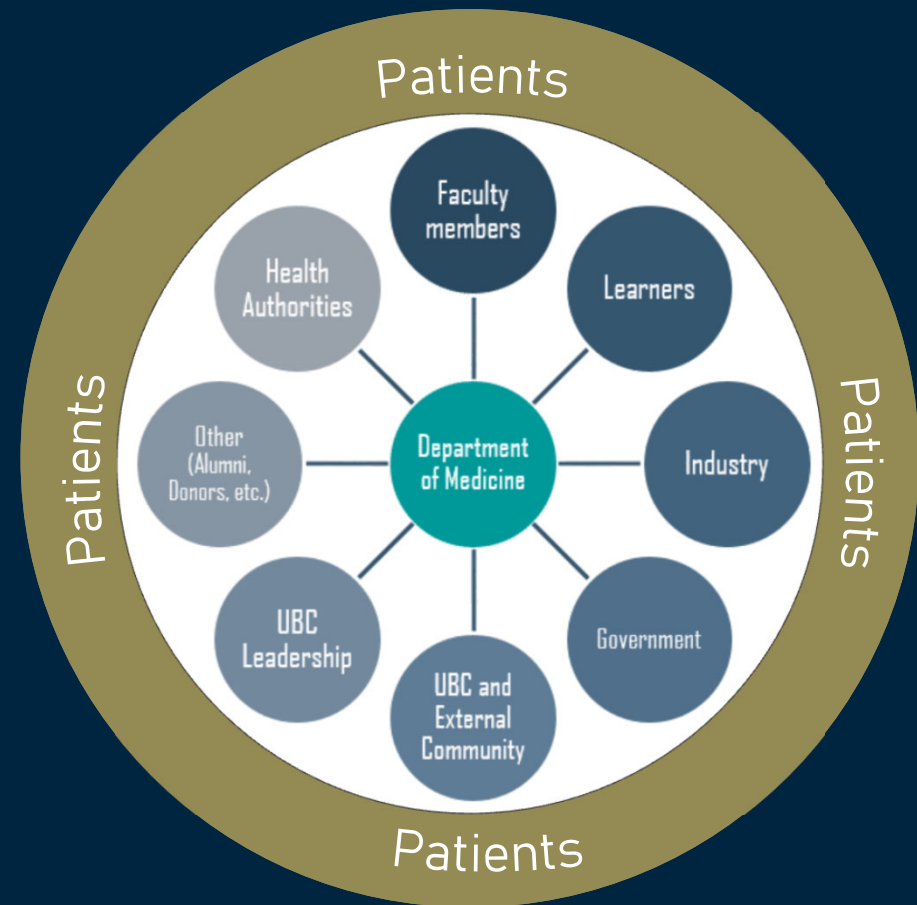


Desired Outcomes:

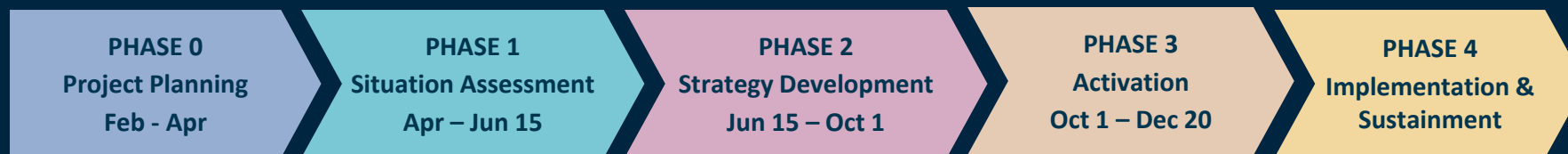
- Improved integration within and across the department, UBC and external parties
- Fulfillment of social accountability (EDI, ISP)
- Alignment of resources with priorities
- Strengthening connections to improve wellness, engagement, and sense of belonging
- Supporting the evolution to a learning health system
- Increase capacity (e.g. staff retention, collaborations, etc.)

DEPARTMENT OF MEDICINE'S STAKEHOLDER GROUPS

“Engagement with a broad range of stakeholders throughout the process is a key success factor”



PLANNING PROCESS, TIMELINE AND PROPOSED ENGAGEMENT

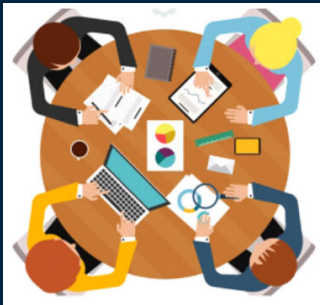


	PHASE 0 Project Planning Feb - Apr	PHASE 1 Situation Assessment Apr – Jun 15	PHASE 2 Strategy Development Jun 15 – Oct 1	PHASE 3 Activation Oct 1 – Dec 20	PHASE 4 Implementation & Sustainment
Plan Outputs	<ul style="list-style-type: none"> Stakeholder engagement plan & tools (e.g. survey, website) Project Plan Working group membership 	<ul style="list-style-type: none"> Peer scan results Insights from relevant department artifacts and research SWOT 	<ul style="list-style-type: none"> Draft strategic framework (mission, vision, values, goals and metrics) integrated with Division’s and University’s priorities 	<ul style="list-style-type: none"> Finalized strategic framework Prioritization of goals Actions supporting goals Plan narrative, communication and implementation tools 	<ul style="list-style-type: none"> Year 1 action plan with clear deliverables and accountabilities Measurement plan Launch of plan and messaging Annual reprioritization
Engagement Tools	<ul style="list-style-type: none"> Website page - updated planning process, timeline, upcoming events Surveys - launched through email and website Town hall sessions at Distributed Sites 	<ul style="list-style-type: none"> Targeted interviews with FOM leadership and key external partners Learners Town Hall 	<ul style="list-style-type: none"> Faculty, staff and learner town halls soliciting input on draft strategic framework Website page - updated to solicit broad feedback on draft strategic framework In-person validation with Advisory Committee, FOM leadership and other key stakeholders 	<ul style="list-style-type: none"> Faculty, staff and learner town halls/retreat to validate components of strategic framework Road shows for validation and information sharing In-person validation with Advisory Committee 	<ul style="list-style-type: none"> Website page - updated with strategic plan and launch communication Broad communication/ validation of strategic plan (e.g. Road shows, email, Faculty meetings, etc.)

STRATEGIC PLAN FRAMEWORK AND COMPONENTS



GROUP DISCUSSION QUESTIONS



Part 1

- What matters to you in the work that you do in the Department of Medicine?
- How can we better recognize the contributions you are making as we work together to build our future?
- What can the Department of Medicine do to better foster a culture of inter-connectedness and belonging?



GROUP DISCUSSION QUESTIONS



Part 2

- What are the key opportunities for the VFMP over the coming five years? How can these be supported by the Department?
- What do you think the Department of Medicine excels at? What enables this?
- How can we position ourselves to respond to the evolving needs of our community and environmental changes?



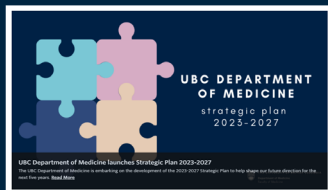
RECAP

1. What other insights can you distill from the conversation today?
2. Were there any surprising themes from this exercise?



HOW CAN YOU PARTICIPATE?

1. Check out the new website <https://medicine.med.ubc.ca/strategic-plan-2023-2027/>



2. Provide your thoughts about our department via the Strategic Plan surveys
3. Provide your input on various stages of the plan development (e.g. draft framework, goals, actions, metrics, etc.)
4. Help us translate the plan into actions and results
5. Celebrate the progress made and help us spread the word!

This is a project that will need input from our entire community! Together we can determine how we want the Department of Medicine to be in the next few years.

NEXT STEPS FOR PHASE 1



- Complete Town Hall listening sessions
- Complete interviews with Faculty of Medicine leadership and external partners
- Identify insights from the surveys, Town Halls, and interviews



THE UNIVERSITY OF BRITISH COLUMBIA