



# 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).

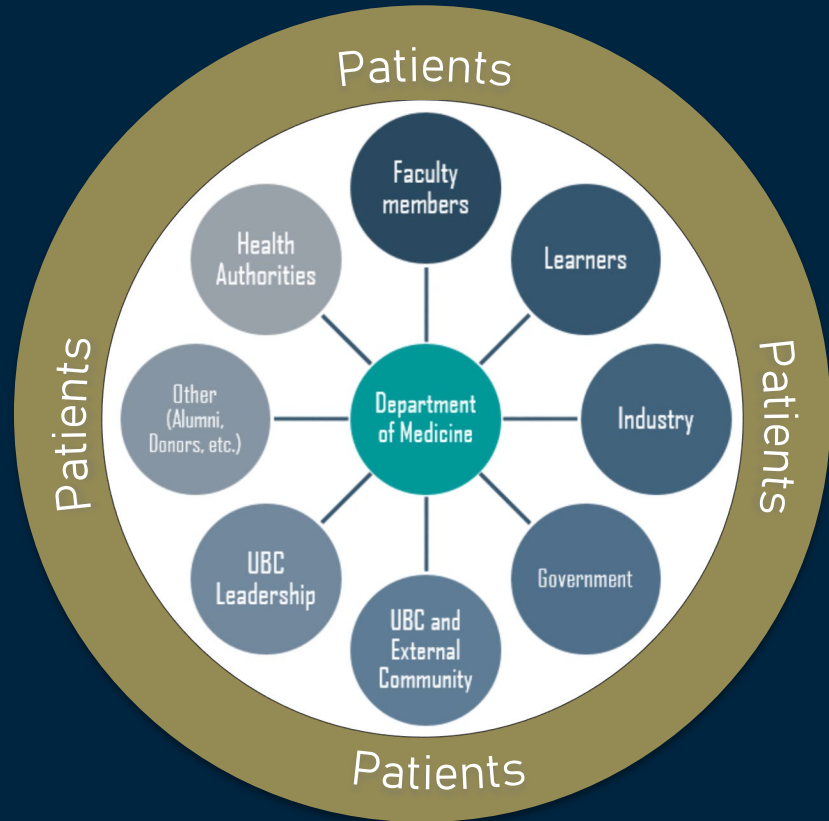


### **Desired Outcomes:**

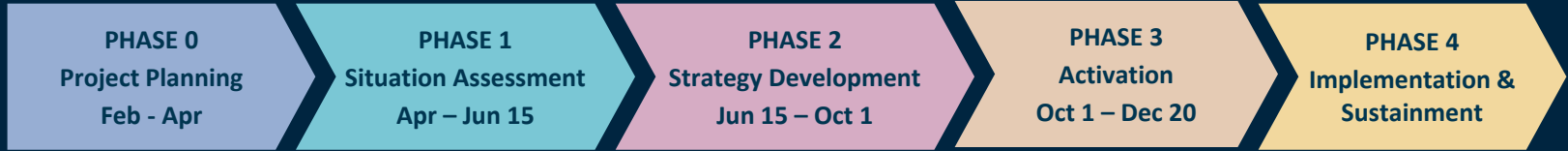
- Improved integration within and across the department, UBC and external parties
- Fulfillment of social accountability (EDI, ISP)
- Alignment of resources with priorities
- Strengthening connections to improve wellness, engagement, and sense of belonging
- Supporting the evolution to a learning health 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”

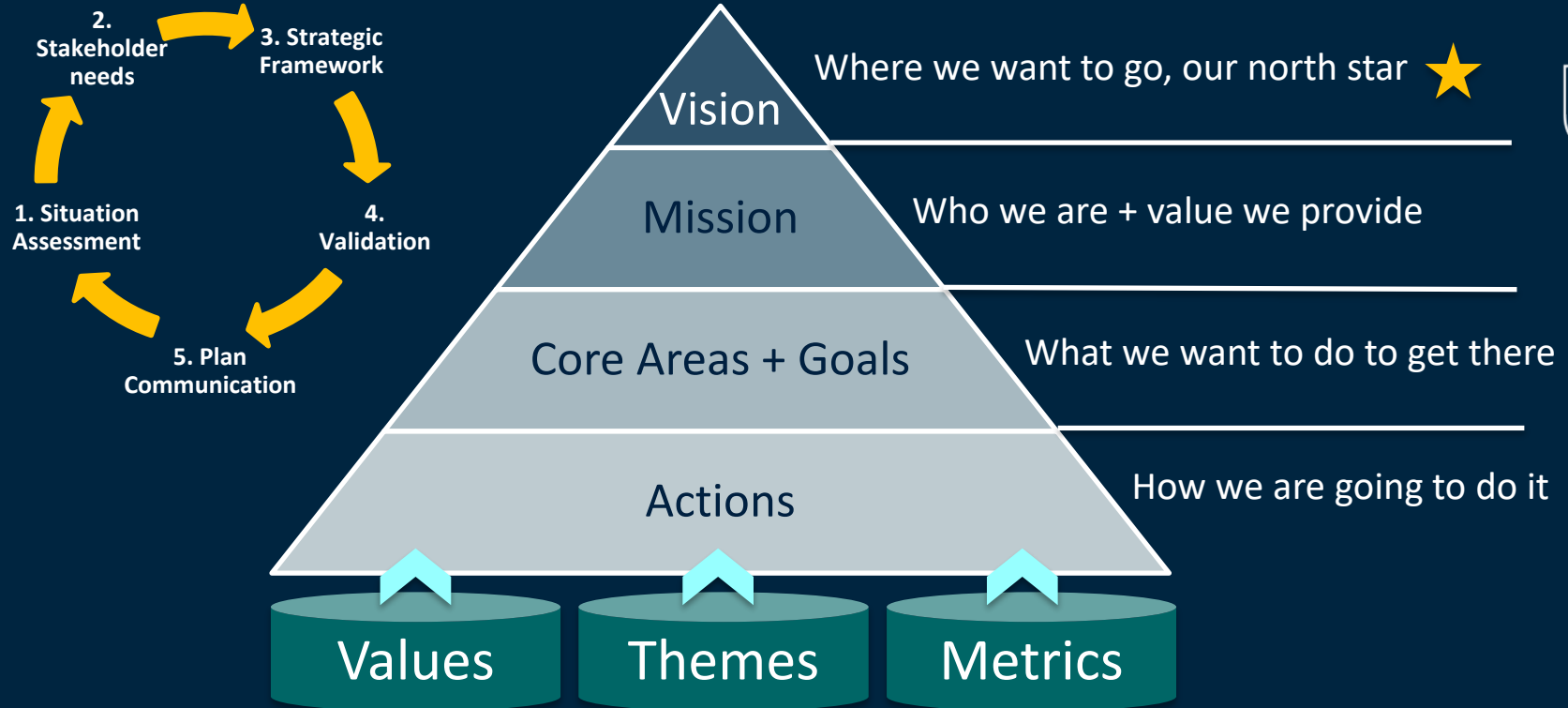


# PLANNING PROCESS, TIMELINE AND PROPOSED ENGAGEMENT



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

# STRATEGIC PLAN FRAMEWORK AND COMPONENTS



# GROUP DISCUSSION QUESTIONS



## Part 1

- If the Department of Medicine could change one thing, what would make the biggest difference from a learner's perspective?
- 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 does the Department do well in? What can the Department do better in? Consider the following areas: learner supports, program offerings, curriculum, community based learning, mentorship, research supervision, and career development?
- What do you think should be the key priorities or opportunities from your perspective over the next five years?





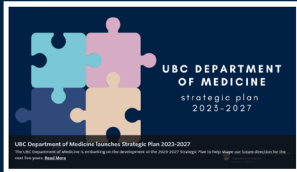
## RECAP

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



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