

MEDICAL ENGAGEMENT LEADERSHIP & DEVELOPMENT

Medical staff are vital for delivering exceptional care.

We support them by connecting them to VCH, engaging them in decision making, supporting them to achieve wellness, equipping them to lead continuous improvements in practice and quality, and developing leadership skills they may use in any position they choose.

WHY engage?

- To deliver safe, high quality care;
- Enhance the health of our medical staff & our organization;
- Recruitment & retention;
- To foster the full integration of medical staff and strengthen team based care;
- Address the high level of physician burnout (46% among Canadian physicians)

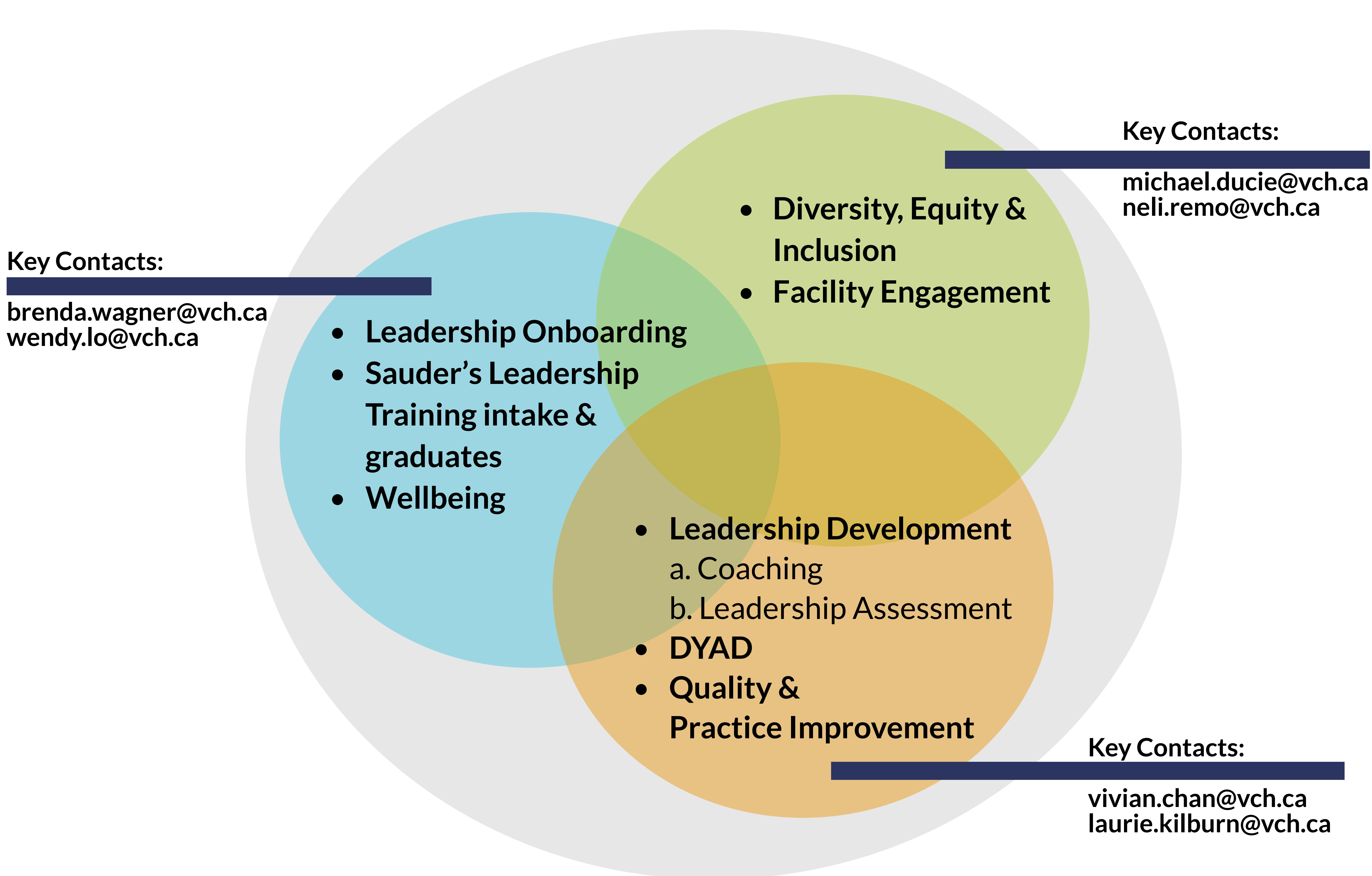
WHO we are and WHAT we will do:

Enhancing supports for Medical Staff

Involving Medical Staff in Quality & Innovation

Developing Medical Leaders

Held within the VP medicine portfolio and led by executive sponsor, Dr. Chad Kim Sing, the following represent the priority streams of work and lead contacts within MELD



HOW we will engage:

Practicing the International Association of Public Participation (IAP2) structure, we will engage with medical staff within the existing medical staff structure and with Facility Engagement at each Community of Practice.



INFORM:

Provide medical staff with the right information to assist their understanding, the alternatives and opportunities.

CONSULT:

Obtain medical staff feedback on analysis, alternatives and/or decisions.

INVOLVE:

Recruitment & retention; Work directly with medical staff throughout the process to ensure understanding of their concerns and goals.

COLLABORATE:

Partner with medical staff in each aspect of the decision, including the development of alternatives and the identification of the preferred solution

EMPOWER:

Place the final decision making in the hands of medical staff.

Note: The nature of the initiative will define the most appropriate level of engagement.

Emerging Areas of work:

Brenda Wagner, Wendy Lo	Michael Ducie, Neli Remo	Vivian Chan, Laurie Kilburn
Standard operating procedures	Medical staff & medical leader engagement	Leadership pipeline and Resource Inventory
Medical staff orientation	VCH MSA presidents council	Appropriateness review, choosing wisely
Medical leader information and education sessions		Multi-source feedback & Leadership Development Index
Credentialing and privileging		Physician led quality improvement
Medical staff governance		

Additional information on the above may be found on the Medical Quality website: <http://medicalstaff.vch.ca/>