

October 14, 2016

"Talent wins games, but teamwork and intelligence wins championships"
Michael Jordan

Hi Everyone,

If anyone knows what it takes to win championships, it's Michael Jordan who anchored five consecutive NBA Championships for the Chicago Bulls in the 1990s.

This week's Departmental Acknowledgement goes to a team that came together uniquely for just one game but in my opinion brought home a championship with their intelligence and teamwork. I am talking about a group I call the **Renewal Day Crew**. Brought together by Emmett Francoeur, they included co-Chairs Elisa Ruano-Cea & Rob Sternszus with members Farhan Bhanji, Evelyn Constantin, Mylene Dandavino, Lily Nguyen and Saleem Razack. They were backed up administratively by Sylvie Lafleur from my office.

Our Departmental Renewal Day is held annually and takes place 'off-campus'. It focuses on a theme that highlights a challenge for the Department. This year's theme was on Competency Based Education (CBE).

Embraced by the Royal College as a new paradigm in medical evaluation, it has been likened to a tsunami or oncoming locomotive that will drastically impact education and service delivery. While we can complain about another change we have to deal with it, it's a wave we have to ride and a train we need to catch a ride on.

The assembled team put together a stimulating, interactive day that featured lectures and workshops that took a packed house of attendees through the philosophy, concepts, techniques and practicalities of CBE. We were informed as adult learners as well as energized to meet the challenge ahead. CBE is many things. It's about partnerships between learners, teachers and patients. It's about directed practice on specific skills. It's about defining desired outcomes and working towards achieving these. It's about providing constructive feedback that engenders improvement and skill acquisition. It's about defining success, not in terms of time served in training, but in demonstrating the skill set necessary to being a trustable physician in a particular specialty.

The devil will of course be in the details, and there will be lots of those. However, in observing the interactions between the participants, I was reassured that we will succeed. I am also reassured that the Department has a national leader (Farhan heads up evaluation at the Royal College) and a faculty leader (Evelyn as Assistant Dean of PGME has CBE as a specific mandate) in this field. Not only will we succeed, we will be, as we often are, leaders.

Have a great weekend everyone!

Michael

PS. BTW when Phil Jackson, coach of the Bulls, said that "there is no letter "I" in the word team", Michael Jordan responded "there is one in the word win".

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