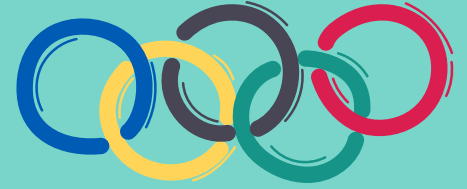


DEPARTMENT OF PEDIATRIC SURGERY

newsletter



IT'S TIME FOR GOLD!

FROM HEARING THE VOICE OF EVERYONE, TO STRATEGIC PLANNING, TO TAKING ACTION!

Two weeks ago, on Thursday February 5, history was written! A unique event, our Department of Pediatric Surgery Retreat took place. By all measures, a historic milestone that will stay in the records for years to come! The huge attendance – 197 registrations – by itself was speaking of the success of this retreat. We never had such a high participation before. The Department teams were present along with leadership from the MCH, MUHC, SHC and AGM.

However, the retreat did not start on Thursday morning at 7:00 a.m. and did not end at 11:30 a.m. the same day. It started months ago, when the morale of all of us was low, when the issues with the Ministry seemed to be insurmountable and the future did not look bright. Dr. Puligandla suggested having a mini retreat on physician wellness. Everyone agreed. Dr. Sam Daniel went a step further and suggested that we should have two retreats: one on wellness and the other one on strategic planning in order to plan for the next 3 years because “If we fail to plan, then we plan to fail.”

The mini retreat on November 20 was attended by 29 members and led by Professor Anne McKinney from McGill University. It was a great success. Some key issues were discussed including self-esteem, the role of mentorship (both as mentor and as mentee), how to align your values with your purpose, how your values can shape your career, does purpose evolve with time and work/home balance.



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Then, we started to work on the Strategic Retreat where a survey with five questions was sent to all members of the Department followed by a Newsletter with the same information. Based on the results of this survey, several key issues were identified and two strategic Grand Rounds were delivered in preparation of the retreat with presentation on the importance of Communication skills and Quality Improvement. These two surgical grand rounds were very well attended and extremely successful! The buildup of the retreat was gaining momentum...We were ready for the Retreat!

The planning of the retreat was based on the five themes below generated by the input from the questions previously submitted to the Department of Pediatric Surgery:

1. Communication within Interdisciplinary Teams
2. Operational Excellence
3. Professional Development and Staff Wellness
4. Patient and Family Experience
5. Safety, Quality Innovation and Research

At 7:30 am sharp, Dr. Sam Daniel inaugurated this event with a speech that was motivating, inspiring, emotional, coming from the heart of a leader filled with determination and vision! It resonated far beyond the walls of the packed conference room of the Shriners! Following short speeches from leadership, the participants were divided into 21 tables where each group had to complete a SWOT analysis on one of the five themes identified. The results of these discussions were then presented to all by a moderator from each table. Those results will define the main goals of our Department for the next 3 years.

Although the retreat officially ended at 11.30 am, after the voices of everyone were heard, after the concerns were expressed, after the wishes and dreams of all members were listened to, the post-retreat work is just starting! It is time now to come together to analyze, plan and deliver! Let's aim for Gold!

Dr. Reggie Hamdy
Editor-in-Chief

