

Project Title

Academic Medicine – Using Themed Dialogue Groups

Project Lead and Members

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Organisation(s) Involved

SingHealth Duke-NUS Academic Medical Centre

Lessons Learnt

Time allocated for Dialogue Groups could be longer to facilitate even more focused discussions. The mix of Dialogue Group participants could be more inclusive and/or dedicated.

Project Category

Organisation Development

Keywords

SingHealth, Organisation Development, Communications, Leader Engagement, SingHealth Duke-NUS Academic Medical Centre, Academic Medicine Advisory Council, Joint Office of Academic Medicine, Thematic Dialogue Group, Discussions, Academic Health System, Nurture Future Workforce, Professorship for Mentoring, Aging & Population Health Research

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Singapore Healthcare Management 2018

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Joint Office of Academic Medicine

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INTRODUCTION



The **Academic Medicine Advisory Council (AMAC)** is a panel of internationally renowned experts whose remit is to help SingHealth and Duke-NUS advance on the practice of academic medicine as an Academic Medical Centre (AMC). AMAC provides independent expert advice and guidance for development of our academic medicine vision & mission. Members of AMAC are invited to visit our AMC to review progress of our academic medicine initiatives once every two years. During their visit, AMAC hold discussions and interact with the leaders of our academic entities, academic clinicians, educators, researchers, residents and students.



To conceptualise the framework of discussions for AMAC in order to generate robust and effective conversations with our AMC leaders that will yield outcomes to guide further development of the AMC

AIM

METHODOLOGY



Dialogue Group - Typical Features

- ❖ 60-90 minutes session
- ❖ 10-50 participants
- ❖ 2-3 AMAC panellists
- ❖ Co-led by 2 academic leaders, 1 each from SingHealth & Duke-NUS

16 Dialogue Groups

1. Surgical
2. Medicine
3. Neuroscience
4. Integrative Diagnostics
5. Women's & Children's Health
6. Oncology
7. Education
8. Research
9. Visual Sciences
10. Cardiovascular Sciences
11. Regional Health
12. Global Health
13. Clinical Quality
14. Community Care & Emergency Services
15. Philanthropy
16. Commercial & Technology Development

16 Themes

1. Innovations to Transform Surgery
2. Care Coordination
3. Advancing Neuroscience Care
4. Towards Precision Diagnostics (in Radiology & Pathology)
5. Advancing Maternal & Child's Health in our Region
6. Multi-Disciplinary Care for Cancer Patients and Translational Research
7. Advancing Education Excellence in AMC
8. Research & Innovation – Building Capabilities & Enlarging the “Ideas” Pipelines to Advance Health & Healthcare
9. Clarity of Vision
10. The Challenge of Translation to Clinical Care
11. Improving Health Outcomes of Our Population through Collaborations
12. Advancing the Impact of the SingHealth Duke-NUS Global Health Institute
13. Advancing Patient Safety & Clinical Quality Sciences
14. Strategic Shift in Healthcare Transformation Towards Community & Ambulatory Care (2020-2025)
15. Advancing Philanthropy for Academic Medicine
16. Building the Innovation & Entrepreneurship Portfolio for the AMC



AMAC Recommendations

- 1 Transform AMC to an Academic Health System
- 2 Nurture medical students to become excellent clinicians with “Clinician Plus” distinction
- 3 Create more Professorships in the ACPs for role modelling and mentoring
- 4 Prevent faculty and resident burnout
- 5 Develop academic medicine in primary, community and regional health system
- 6 Align with new research areas of national focus – Ageing & Population Health

Some Dialogue Groups

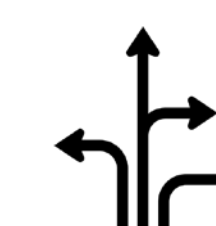


RESULT



What worked well

- ❖ Discussions in greater depth & focus within the context of the theme
- ❖ Feedback showed theme concept is in the right direction as the AMC matures & manages issues holistically and strategically. Past approaches of Academic Clinical Programme focus tend to be tactical.
- ❖ Greater opportunities for participants to interact with AMAC panellists



Learning Points

- ❖ Too many Dialogue Groups - Time allocated for Dialogue Groups could be longer to facilitate even more focused discussions
- ❖ Dialogue Group participants mix could be more inclusive and/or dedicated

CONCLUSION

Through the new Themed Dialogue Group format, the widened scope and breadth of interactions with our AMC leaders and faculty facilitated AMAC to sharpen and consolidate their recommendations for our AMC. With these, our AMC leaders who are also our change agents in the various dialogue groups are able to resonate with the recommendations and as a result, effectively examine, develop and derive new or refined strategies. **This Themed Dialogue Group format has been effective in generating robust and effective conversations with our AMC leaders that derived outcomes to guide further development of the AMC.**

