

# 2012

International Medical Leaders Forum and Annual Meeting



**WFMM**  
World Federation of  
Medical Managers

26 April 2012

Room Elizabethan D, The Westin St. Francis,  
San Francisco, on Union Square, CA.

# World Federation of Medical Managers

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**Date** 26 April 2012

**Venue** Room Elizabethan D, The Westin St. Francis, San Francisco, on Union Square, CA.

## Program

<b>8.00am</b>	<b>Registration and coffee</b>
<b>9.00am – 9.05am</b>	<b>Welcome</b> <i>Dr Peter Angood CEO ACPE (USA)</i>
<b>9.05am – 9.15am</b>	<b>Opening</b> Chair World Federation of Medical Managers <i>Dr Roger Boyd (Australia)</i>
<b>9.15am – 10.30am</b>	<b>Panel/Plenary 1</b> <i>Chair: Dr Roger Boyd (Australia)</i> Medical leadership in health system reform: – perspectives from Dr W Martin, (USA) , Dr G Tardif (Canada), Dr R Ashby (Australia), Dr FUNG Hong (Hong Kong), Dr S Samarage (Sri Lanka)
<b>10.30am – 11.00am</b>	<b>Plenary 2</b> Reforming health systems: Developing equity in health services. <i>Leader: Dr Zeev Aharonson (Israel)</i>
<b>Morning tea break</b>	
<b>11.30am – 12.00 noon</b>	<b>Workshop session</b> Emerging technologies: implications for medical leaders. <i>Prof. Brendon Kearney (Australia)</i>
<b>12.00 noon – 12.30pm</b>	<b>Workshop session</b> Reform in Progress: A Case Study: Australia's nationwide reform to improve access to life-saving and life-transforming transplants for all Australians. <i>Dr Sally Tideman (Australia)</i>
<b>12.30pm</b>	<b>Luncheon &amp; signing of the WFMM MOU</b>
<b>1.30pm – 2.15pm</b>	<b>Plenary 3</b> <i>Chair: Dr FUNG Hong (Hong Kong)</i> Developing health system leadership competency: Perspectives from Hong Kong and WFMM members
<b>2.15pm – 2.45pm</b>	<b>Case Study</b> Integrating leadership strategies in organisations. <i>Dr William Martin (USA)</i>
<b>2.45pm – 3.30pm</b>	<b>Workshop session</b> Assessment of competency. <i>Leader: Prof. Graham Dickson (Canada)</i>
<b>3.30pm</b>	<b>Forum Close</b> Dr Roger Boyd (Australia)
<b>4.00pm – 5.00pm</b>	<b>WFMM Annual Meeting</b> for WFMM Members and invited participants <i>(separate agenda)</i>
<b>5.00pm – 6.00pm</b>	<b>Cocktail Reception</b> for WFMM Members
<b>7.00pm</b>	<b>Dinner</b> Registration required at registration desk

# 2012 International Medical

## Dr Roger Boyd



Dr Roger Boyd is the current President of The Royal Australasian

College of Medical Administrators, which is the accredited body for specialist recognised education, training and professional development of medical practitioners in management and senior leadership roles in a wide range of health system settings in Australia and New Zealand.

A graduate of Sydney University's Faculty of Medicine, he has also obtained a Masters degree in Health Planning at the University of New South Wales and a Masters of Business Administration from the International Institute for Management Development (IMD) in Switzerland.

He has been a Council or Board member of RACMA since 2001 and currently serves as an executive member of the Committee of Presidents of Medical Colleges of Australia. He is a former RACMA Censor and Past Chairman of the New South Wales State Committee. Other past positions include being Chairman of the National Prescribing Service, Vice-President of the Australian Private Hospitals Association, and being an Australian Council on Healthcare Standards surveyor.

## Dr FUNG, Hong, JP



Dr Fung Hong is the Cluster Chief Executive of the New Territories East Cluster at the

Hong Kong Hospital Authority. He is responsible for managing 7 public hospitals in the New Territories East Region with over 4,600 beds and 9,500 staff. He is also the Hospital Chief Executive of the Prince of Wales Hospital, the teaching hospital of the Faculty of Medicine of the Chinese University of Hong Kong. Prior to his current appointment, he was Director (Professional Services & Planning) and Deputy Director (Hospital Planning and Development) at the Hospital Authority Head Office. He was responsible for the planning and development of the public hospital services and facilities for over a decade. He was the Chairman of the Clinical

Informatics Program Steering Group from 1996 to 2008, and spearheaded the development of the clinical information systems and electronic patient records for the public hospital system.

Dr Fung has been the Chief Censor of the Hong Kong College of Community Medicine since 2010. He had served as the Council member and Program Director for Administrative Medicine for the College from 2001 to 2009. He was also the Director of Development of the College of Surgeons of Hong Kong from 2005 to 2010.

Dr Fung is Honorary Professor of the Department of Medicine & Therapeutics and School of Public Health at the Chinese University of Hong Kong. He teaches healthcare management at both the Chinese University of Hong Kong and the University of Hong Kong.

## Dr Sally Tideman



Dr Sally Tideman is the South Australian State Medical Director, DonateLife in SA.

This is a joint State/Commonwealth role responsible for implementation of the National Organ and Tissue Donation Reform Package.

Prior to her current role, Dr Tideman held the position of Director of Medical Services at The Queen Elizabeth Hospital in Adelaide and Medical Administrator, Department of Health South Australia.

Dr Tideman trained in Medicine at Flinders University. Her clinical background is in General Practice. As a Fellow of The Royal Australasian College of Medical Administrators Dr Tideman has been able to focus on medical leadership, organisational development, change /transition and health system improvement.

Dr Tideman is the Chair of the South Australian State Committee of The Royal Australasian College of Medical Administrators.

## Professor Brendon Kearney



Professor Kearney is currently the chair of Health Policy Advisory Committee on Technology

# Leaders Forum **Key Speakers**

(HealthPACT) and EuroScan International Network whilst continuing a significant case load in South Australia.

In 2005, Professor Kearney was awarded the prestigious Sidney Sax Medal by the Australian Healthcare Association in recognition of an individual who has made an outstanding contribution to the field of health services policy, organisation, delivery and non clinical research. In 2003, Professor Kearney was awarded a Member in the Order of Australia for service to Medical Administration in South Australia, recognising his contribution to medical research promotion and his coordination for South Australia of the medical response team assisting victims of the Bali bombings.

## **Dr Gaétan Tardif**



Dr Gaétan Tardif is an academic psychiatrist and health care executive with

leadership experience in hospital and professional organizations. He is Medical Program Director – Rehabilitation & Post-Acute Care at the University Health Network and a Professor in the Department of Medicine and Director, Division of Physiatry, at the University of Toronto.

He completed his medical degree at l'Université Laval and holds diplomas in Sports Medicine and Electrodiagnostic Medicine. His current research interests are in the area of communication and patient engagement to enhance safety in rehabilitation settings.

Gaétan is a Past-President of the Canadian Society of Physician Executives and a Fellow of the Canadian College of Health Leaders.

Gaétan has served on the mission staff for seven consecutive Paralympic Games and will be Chef de Mission for the Canadian Paralympic Team at the 2012 London Paralympic Games. He is also Director of Administration on the Canadian Paralympic Committee Board of Directors.

## **Professor Graham Dickson**



Graham Dickson is professor emeritus at Royal Roads University and former Director of

the Centre for Health Leadership and Research. He was also formerly Director of the School of Leadership Studies.

As the author of numerous articles and leadership development books, Graham presents at conferences across Canada and internationally. Graham has a doctorate in educational administration, with a special focus on program evaluation and organizational performance measurement. He is currently a member of the Board of Directors for the Canadian Certification Council for Physician Assistants.

## **Dr William “Marty” Martin**



Dr Marty Martin Director and Associate Professor of the Health Sector

MBA program in the College of Commerce at DePaul University in Chicago, Illinois as well as an adjunct faculty member at Rush University in Chicago. Marty earned his doctorate in clinical psychology from Rutgers University as well as a MPH degree focusing on health management and health promotion.

He has worked with medical groups, academic medical centers, community hospitals, and for-profit dialysis centers. As a member of the American College of Physician Executives faculty for many years, Marty has facilitated courses in Managing Physician Performance and Working Together.

Marty has served as Director of Human Resources at The Johns Hopkins Hospital and was responsible for global health management, workforce diversity, and clinical and operational reengineering. Other managerial roles that he has held include Manager of Employment & Training at Tulane University Hospital & Clinics, Director of Employee Assistance Program (EAP)/Worksite Wellness at Xavier University of Louisiana, Associate

Dean of Barat College of DePaul University, and Associate Vice President of Human Resources at DePaul University.

Marty serves on the Board of Aurora Health System chairing the Social Responsibility Committee and serving on the Executive Compensation Committee. He has published over 50 articles and book chapters. Lastly, Marty is launching a stepped care company focusing on the assessment and treatment of insomnia utilizing mobile technology.

## **Dr Richard Ashby**



Dr Ashby is the Executive Director and Director Medical Services at the

Princess Alexandra Hospital.

Dr Ashby is a University of Queensland graduate who undertook his Internship at the Princess Alexandra Hospital and subsequently worked in provincial and rural centres and at the QEII Hospital. He was appointed Director of Emergency Medicine at the Royal Brisbane Hospital in 1989, a post he held until his appointment as Executive Director Medical Services at the Royal Brisbane and Women's Hospital in 2000. During this period, Dr Ashby spent a year as the Assistant Regional Director – Policy and Planning for the Brisbane North Regional Health Authority. Dr Ashby is a Past President of the Australasian College for Emergency Medicine and was Chairman of the International Federation for Emergency Medicine from 1994 – 1996. In the period 2000 – 2006, Dr Ashby also acted as District Manager at both the Royal Brisbane and Women's Hospital and Princess Alexandra Hospitals for lengthy periods before transferring to his current post in June 2006.

## **Dr Sarath Samarage**



Dr Sarath Samarage, MBBS(Cey), MPH(Johns Hopkins), MSc, MD(Com.Med), is the Immediate Past President of the College of Medical Administrators of

Sri Lanka. He is currently serving as a National Consultant at the World Health Organization Country Office, Sri Lanka. He is a Consultant Community Physician, and held the posts of Director Organization Development and Deputy Director General of Health Services(Planning) in the Ministry of Health prior to his retirement in 2010 after serving 32 years in different parts of the country. He is a Senior Fellow of the Post Graduate Institute of Medicine, University of Colombo and has served in the Boards of Study in Community Medicine and Medical Administration. Dr. Samarage's research interests are in the areas of Health Systems Development, Primary Health Care, Human Resources Development, Health Policy & Planning.

## **Dr Zeev Aharonson**



Dr Aharonson is a Specialist in Orthopedic Surgery and a Specialist in

Medical Management, licensed by the Israeli Health Ministry and is currently the Chairman of Israel Society of Medical Management. He is an advisor to Peres Academic Center in Medical Management; was a Member of the stirring of the Israel Management Center (IMC); and was an Adjunct Professor at Tel Aviv University in Medical Management up to 2008.

Dr Aharonson recently completed 23 years as the Medical Director of Meuhedet (United) health fund in Israel. Meuhedet is an HMO with over 1,000,000 members that delivers medical services according to the Israeli Health Insurance Act.

Since 1997 Dr Aharonson has been a member of the "Health Basket Committee", appointed by the Health Minister. The Committee determines the priorities of new drugs and technologies to be included in the health basket under the "Health insurance law"

Dr Aharonson is an Expert in Disaster medicine and multiple injured events and until 2010 a Member of the Advisory Committee to Israel's Ministry of Health, Emergency Department.

# Value proposition for the establishment of a World Federation of Medical Managers

**Vision** To establish a recognized international network for the discussion of issues, research, and development of standards and performance benchmarks in effective medical leadership by medical practitioners, physicians and doctors in management roles.

**Mission** To develop leadership skills in clinicians and demonstrate the value proposition for doctors and physicians in leadership and management of health services worldwide.

## Principal benefits of participation

### 1 Networking

- Exchange information on matters of international interest in management of health services
- Provide a mechanism for international collaborative information exchange, benchmarking and research
- Act as a forum for common problems and approaches to solving problems specific to doctors in management
- Provide a networked system of organizations to facilitate international cooperation and an international forum for interdisciplinary clinical collaborations

### 2 Benchmarking & Audit

- Develop an internationally endorsed framework of competencies for medical managers and leaders (to guide training, research and development of standards)
- Develop responses to growing demand for comparability of service standards (recognizes mobility and access to health care)
- Uncover the impact of culture, values and systems of health care
- Identifying and sharing exemplary health care practices
- Create an environment and the means in which innovative solutions are explored
- In all that we do as a collaborative aim to be 'top shelf'

### 3 Education & CPD

- Provide an avenue for international sabbatical and exchange opportunities for medical managers
- Support international discussions at conferences on topics of interest in medical management
- Develop executive leadership skills in clinicians and demonstrate the value proposition for/of doctors and physicians in leadership and management of health services worldwide
- Provide a forum for meaningful exchange between researchers/academics and medical educators and clinical managers e.g. translation of evidence into practice
- Advocate (and contribute where appropriate) to development of internationally recognized executive level academic programs in health care management and leadership.

### 4 Collaborative investigations/'research'

– internal surveys, publication, comparative studies

- Facilitate access to relevant population samples and resources for the conduct of research about clinician leadership
- Creation/sharing of inventories of evaluation research being undertaken within the WFMM member organizations and countries
- Encourage trends and gaps to be explored through research e.g. linkage between effectiveness of physician leadership and clinical outcomes
- Promote the value and contribution of different approaches to research medical management and physician leadership
- Develop and maintain an international online resource locator of leadership programs – auto search engine
- Maintain via a shared on-line site information relevant for members, e.g. developments, innovations, ideas, papers, conferences
- Identify and support proposals to international sources for funding of research and researchers e.g. WHO

### 5 Guidelines & Standards

- Evolve as an organization to promote develop, coordinate, promulgate, interpret, or otherwise maintain standards that address the interests of a wide base of doctors in management outside the standard-developing organization
- Be the 'place' to go for best practice advice and information about medical management and physician leadership

## Organisations currently involved with WFMM, pending formalization through signed member agreements are

- American College of Physician Executives (ACPE) – United States of America
- College of Medical Administrators of Sri Lanka – Sri Lanka
- Canadian Society of Physician Executives (CSPE) – Canada
- Danish Association of Medical Directors (DAMD) – Denmark
- Dutch Movement for Doctors in Management (DMDM) – Netherlands
- European Alliance of Medical Managers (EAMM) – Europe
- Faculty of Medical Leadership and Management (FMLM) – United Kingdom
- Hong Kong College of Community Medicine (HKCCM) – Hong Kong
- Israeli Society of Medical Management (ISMM) – Israel
- Italian Society of Medical Managers (SIMM) – Italy
- Royal Australasian College of Medical Administrators (RACMA) – Australia & New Zealand