

## ESSENTIAL SKILLS IN MEDICAL EDUCATION (LEADERSHIP)

### Course Leader: Stewart Mennin

This new online course focuses on leadership skills and the abilities necessary to sustain and adapt graduate and postgraduate health professions education programmes in a rapidly changing and uncertain world. Four essential themes will be interwoven during the eight-week course:

- adaptive leadership
- practical approaches to working with change, stability-instability
- negotiation skills
- sustainability.

### Course aims

The aims of the 8-week course are to assist participants to:

- identify and strengthen leadership skills for ordered and complex situations: bottom-up and top-down
- deepen practical understanding of the dynamics of change
- develop dynamic strategies for sustainability
- extend and enhance negotiation skills.

### Course formats

The course is supported by the advanced AMEE Wimba and MedEdWorld platform and features:

- streaming presentations
- synchronous and asynchronous discussions
- interactive case studies
- individual and group work
- critical discussion and analysis of selected readings.

An annotated bibliography and reading materials will be provided.

### Course director

**Stewart Mennin**, is an internationally recognized educator and consultant directing the face-to-face AMEE/ESME



basic course at AMEE meetings in Europe and in Brazil for ABEM, The Brazilian Association for Medical Education. He is co-director of the University of Maastricht, School of Health Profession Masters in Health Professions Education Course in Brazil and Professor Emeritus, Department of Cell Biology and Physiology and Assistant Dean Emeritus, Educational Development and Research, The University of New Mexico School of Medicine, Albuquerque, New Mexico, USA.

### Who can benefit from the ESME Leadership course?

The ESME Leadership Course is relevant to health care educators and professionals with leadership and organizational responsibilities for educational programmes, curricula, groups and teams.

ESME Leadership will be beneficial for those involved with or responsible for negotiating between individuals and groups. It will also assist those responsible for sustaining and improving educational activities and programmes.

The course is aimed at those engaged with undergraduate, postgraduate and continuing education. The course will be of value to clinical or educational supervisors, to course directors and chairmen, and to members of curriculum committees.

The course will help leaders develop a deeper practical understanding of and the ability to recognize and deal with conditions that promote stability and instability in the dynamics of change; and for those who seek to sustain quality in health professions education in challenging and changing circumstances.

The ESME Leadership Course builds on previous ESME Courses and similar experiences and assumes a foundational practical knowledge of the principles and concepts of health professions education.

Participants who satisfactorily complete the course work will receive an AMEE Certificate in Medical Education (Leadership).

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# Course modules

## MODULE 1

### Weeks 1 & 2: Adaptive Leadership

- a. One size does not fit all
- b. Scenarios and leadership
- c. Frameworks for diagnosing ordered, complex and chaotic situations
- d. Bottom up – collaborative, collective, emergent leadership
- e. Top down, hierarchical structural leadership
- f. Leadership with and without formal authority
- g. Networks, weak and strong links
- h. The dynamics of exploration ~ exploitation

## MODULE 2

### Weeks 3 & 4: A deeper practical look at the dynamics of change

- a. Change as process
- b. Multilevel interreaction and changes
- c. Instability as complementary with stability
- d. Punctuated equilibrium and self-organized criticality

## MODULE 3

### Weeks 5 & 6: Negotiating

- a. Essential rules for negotiating
- b. Principles of negotiation
- c. Boundaries and categories
- d. Negotiating for life

## MODULE 4

### Weeks 7 & 8: Sustainability

- a. Getting organized for leadership; putting it together and keeping it together
- b. Getting the time frame right
- c. Research, educational scholarship and sustainability
- d. Developing future leaders

# Course registration and fees

Fees include access to Wimba interactive presentations, participation in an online discussion forum facilitated by a tutor, course resource materials, assessment of course work and if the work is completed satisfactorily, the award of an AMEE Certificate in Medical Education (Leadership).

Course participants also have the benefits of MedEdWorld and AMEE membership.

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| • Standard Fee (includes membership of AMEE and MedEdWorld for one year)              | £520 |
| • Fee for AMEE members  | £450 |
| • Participants from countries less well resourced (see AMEE website for full details) | £260 |

## Course dates & registration

The 8-week course will be offered twice in 2012:

- April 9<sup>th</sup> to June 1<sup>st</sup>
- September 10<sup>th</sup> to November 2<sup>nd</sup>

(Closing date for applications is April 3<sup>rd</sup> and September 5<sup>th</sup>, 2012)

**Register online at [www.amee.org](http://www.amee.org)**

**Enquiries: [d.t.mitchell@dundee.ac.uk](mailto:d.t.mitchell@dundee.ac.uk)**

We look forward to welcoming you to this course.