



NEWFOUNDLAND AND LABRADOR
MEDICAL ASSOCIATION

Physician Leadership Bursary Program

PROGRAM CRITERIA

I. CORE COMPETENCIES

The NLMA Physician Leadership Program has identified the following core competencies that will be supported by the bursary program. These are:

- Communications (media and public speaking)
- Conflict management and resolution
- Diversity, equity & inclusion
- Influence and advocacy
- Leadership (strategic management & planning)
- Relational / Emotional intelligence
- Systems/organizational change
- Managing evaluation/assessment
- Risk management

II. ELIGIBLE LEADERSHIP EDUCATION PROGRAMS

The following descriptions outline the types of physician leadership programs eligible for funding. If you have a different program in mind, you may apply providing you supply a detailed description of the program content and how they will address the core competencies outlined above.

2.1 Medicine-specific leadership education

Joule – Nationally, the Canadian Medical Association has supported professional leadership development through their comprehensive education platform (Joule). They offer flexibility in scheduling and pacing of material; their programs are accredited through both the Royal College of Physicians and Surgeons and the College of Family Physicians of Canada; the programs reflect the principles espoused by the Canadian Society of Physician Leaders (CSPL) for physician leadership; and they are bilingual.

MUN Physician Leadership Program – Provincially, physician leaders working within the four regional health authorities are eligible to apply for a ten-module program focused on physician leadership offered through the Gardiner Centre under the oversight of the Faculty of Medicine and accredited by the College of Family Physicians and the Royal College of Physicians and

Surgeons of Canada. This program is one of eight physician leadership training programs available in Canada. These are:

- New and Emerging Academic Leaders (NEAL) Program (Centre for Faculty Development, University of Toronto)
- Rotman School of Management (U of T): Health Leadership: Achieving Your Potential
- CAME CLIME (Canadian Leadership Institute for Medical Education)
- Canadian Medical Association Physician Leadership Institute
- Ontario Medical Association Physician Leadership Development
- Physician Leadership and Management Program, Memorial University
- Physician Leadership Program (PLP) at the Sauder School of Business, UBC
- Quality Improvement and Patient Safety Leadership Program, Tefler School of Management, University of Ottawa

Canadian Women in Medicine (<https://www.cwimcourses.com/conference>) is a national organization dedicated to connecting and supporting women physicians. They offer an annual conference each June with a range of topics from medical management and patient care to personal development and creativity. The online format includes keynote speakers, small group sessions, and pre and post conference workshops.

2.2 General Leadership Programs

The ICD-Rotman Directors Education Program (DEP) (www.icd.ca) is a national education program for senior board directors in Canada. Offered by the Gardiner Institute, this program focuses on building competencies necessary to be an effective director (board governance, fiduciary accountability, managing performance, assessing risk, and managing unique situations/events).

Conference Board of Canada/Niagara Institute (<https://www.niagarainstitute.com>) offers professional development training in five sectors: business, communication, diversity and inclusion, leadership and coaching. They target both new and seasoned everyday business leaders.

Gardiner Centre (<https://www.mun.ca/gardinercentre/>) offers workshops and courses focused on enhancing business and leadership knowledge. They have several certificate programs covering business essentials, conflict management, organizational change, and an advanced leadership program. These programs are separate from the Physician Leadership Program already described, although there may be overlap with instructors

2.3 Certifications

The Canadian Certified Physician Executive (CCPE) – offered by the Canadian Society of Physician Leaders (CSPL). The CSPL website notes it is making changes to the Academic Route to recognize expanded options available for formal academic physician leadership.

NLMA Physician Leadership Bursary Program

Physician Leadership Institute Certificate (CMA) recognizes learning achievement in fundamental physician leadership. The PLI Certificate is also one of the criterion for the CCPE.

Note: the Physician Leadership Program at Memorial University/Gardiner Institute is also an accredited, certificate program with Continuing Medical Education credits through both national colleges.