



CAME Voice/Voix

One model for building leadership capacity in our healthcare education

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For the past decade, CAME has offered the Canadian Leadership Institute for Medical Education (CLIME, or Institut canadien de leadership en éducation médicale - ICLÉM) to all educators and clinical teachers working in health sciences faculties across Canada annually in either English or French. More than 250 participants have so far reaped the benefits of this intensive 4-day program designed to enhance their leadership skills in health sciences education. In fact, many of our past program participants (known as "CLIMEers") now hold healthcare education leadership roles as program directors, associate deans, or even deans within our institutions as well as key roles in other healthcare education organizations such as specialty-specific organizations, the College of Family Physicians of Canada, or the Royal College of Physicians and Surgeons of Canada.

Through its dynamic programming, CLIME/ICLÉM offers experiences and periods of self-reflection that help participants increase their effectiveness and leadership within their faculty or healthcare organization. CLIME/ICLÉM offers practical and experiential workshops in a realistic health sciences education context, where each module builds on the knowledge and skills from the previous module. Participants and facilitators share practical tips and insights, give feedback, support and coach each other.

The objectives of the CLIME/ICLÉM program are to enable participants to:

- Identify their personal and professional goals, passions, interests and mission
- Analyze various leadership styles and reflect on how these styles influence leader behaviour
- Apply a change analysis framework to real life situations
- Analyze the various conflict management styles
- Effectively lead teams/committees
- Define and foster "scholarship" in one's faculty
- Efficiently manage one's time and career

Central to CLIME/ICLÉM is the principle that leadership can be learned, refined, and enhanced. There are many diverse opportunities in healthcare to develop leadership competencies, that include institutional, regional, national or even international as well as episodic or longitudinal models of delivery. Developed for physicians by physicians, CLIME/ICLÉM uses an enriched episodic model to deliver its programming; the opportunity for diverse leaders and potential leaders from varied backgrounds to network is one of its highlights. Participation in CLIME/ICLÉM has facilitated long term mentorship, collaboration and partnering for both participants and facilitators, in addition to the knowledge, skills and attitudes that are developed during the course.

Our health sciences faculties and healthcare organizations need your leadership! CLIME/ICLÉM is an excellent way to help you to do so.

CLIME/ICLÉM will run in French on January 29 to February 1, 2018 in Saint-Marc-sur-Richelieu, Quebec and in English in Toronto on February 4-7, 2019. Register now at https://came-acem.ca/events_en.php - early bird deadline is Dec 8, 2017.