

**ALL PROGRAM DIRECTORS & FAMILY MEDICINE  
SITE DIRECTORS MEETING**

MSc degree program in System  
Leadership and Innovation

# Shared Vision

The Institute for Health Policy, Management and Evaluation (IHPME), Post-Graduate Medical Education (PGME) and Undergraduate Medical Education (UME) at the University of Toronto share the vision of being the national and a global leader in medical leadership education (MLE)

There is an opportunity to provide a structured program for trainees that can nurture and support their leadership potential

# Shared Vision

There is a need for physician leadership for system innovation

It is possible to teach important skills and concepts around leadership and to provide opportunities to develop leadership skills through supervised practical experience

Toronto has the resources to provide both course based training and supervised practicums

# Development of MSc

- Consultation with students, residents and faculty
- Review of efforts at other universities national and international
- Consultation with key partners at U of T, including UME, PGME, SPPG, RSM and Faculty of Nursing
- Many-stage formal approval process through IHPME, DLSPH and SGS

# Overview

A **new concentration** named **System Leadership and Innovation (SLI)** in the **MSc** in Health Policy, Management and Evaluation degree program in the Institute of Health Policy, Management and Evaluation (**IHPME**)

The System Leadership and Innovation MSc concentration is a specialty offering targeted at physicians that will have at its **core training** in four areas: **leadership for innovation, strategic thinking and planning, health policy and system change, and research methods for evaluating health system innovation.**

The concentration will include **4 half-credit core** courses and **2 half-credit practicums** as well as an additional **4 elective half credits** for a total of 10 half credits.

The SLI concentration will draw its students from Undergraduate Medical Education (UME) and Post-Graduate Medical Education (PGME) in the Faculty of Medicine (FoM) at the University of Toronto.

# 4 Core Courses

Course (Faculty Lead)	Content	Format
HAD2004H Leadership, Motivation and Partnering (Tepper)	Overview of leadership concepts and strategies and training in leadership skills for innovation including team work, vision building, communication, consultation and negotiation	8 sessions—3 hours per session Offered in Summer term
HAD2001H Strategic Vision and Planning for Health System Change (Brown)	Introduction to concepts that can be used to understand and respond to critical strategy and performance measurement challenges in system change. Focus on application of tools including balanced scorecards and scenario planning.	5 sessions—5 hours per session Offered in Fall term
HAD2002H Research Methods for Evaluating Health System Innovation (Anderson)	Overview of established research methods for the evaluation of health system innovations including randomized controlled trials, observational studies and mixed-methods assessments. Students will learn both concepts and applied methods that can be used to conduct high quality research	8 sessions—3 hours per session Offered in Winter term
HAD2003H Leading and Responding to Health Policy and System Change (Anderson/Martin/Bhatia)	Overview of the history and dynamics that have defined the health care system. Will provide students with approaches to the development and implementation of health system innovation and reform at both government and institutional levels.	8 sessions—3 hours per session Offered in Winter term

# 2 Core Practica

Course	Content	Format
<b>HAD2010H</b> <b>System Leadership and Innovation Practicum (Individual)</b>	This practicum provides students with an opportunity to work with a health system leader on a specific project and is designed to focus on the application of the principles covered in HAD 2004H Leadership, Motivation and Partnering which is taken concurrently	7 week practicum  Offered in Summer term
<b>HAD2020H</b> <b>System Leadership and Innovation Practicum (Team)</b>	This practicum requires students to work in groups of 2 or 3 on a research project focused on the evaluation of a health system innovation based on the principles and methods that are covered in HAD2002H Research Methods for Evaluating Health System Innovation and should be taken prior to the practicum.	7 week Practicum  Offered in Winter or Summer term

# Potential Areas of Specialization

- Quality Improvement and Patient Safety
- Health Economics
- Health Informatics
- Public Policy and Governance
- Management
- Primary Care Leadership and Innovation



# Full Time (One Year)

Term	Content
Summer	HAD2004H Core Practicum 1 (HC) 1.0 FCE
Fall	HAD2001H HAD2003H Elective 1 HC Elective Practicum HC 2.0 FCE
Winter	HAD2002H Elective 2 HC Elective 3 HC Core Practicum 2 (HC) 2.0 FCE

# Part Time (for example 3 Years)

Term	Content
Summer 1	Core Course 1 (HC) Core Practicum 1 (HC)
Fall 1	Core Course 2 (HC)
Winter 1	Core Course 3 (HC)
Summer 2	Elective Practicum 1 (FC)
Fall 2	Core Course 4 (HC)
Winter 2	Elective Course 1 (HC)
Winter 3	Core Practicum 2 (HC) Elective Course 2 (HC)

# Tuition Guesstimates

- Full Time (One Year) = about \$8,000
- Part Time (Three Year) = about \$12,000

# Key Points

- Part-time option allows for degree over multiple years and will serve both PGME and UME)
- Full-time option provides degree in 1 year and is focused on PGME
- First applications accepted starting January 2016, Acceptance May, start academic year in July

# Ask

- Let me know if you are interested in having residents in your program apply
- Let me know how we could make the program better and more attractive to your program
- Follow up with me

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