

Senior Academic Clinician Development Programme (SACDP)

Senior Academic Clinicians are assets to SingHealth Duke-NUS Academic Medical Centre (AMC). They are proficient clinicians in their respective specialties and play significant roles in setting standards for professionalism, mentoring, and maintaining wellness. SACDP aims to develop a core group of engaged and fulfilled clinicians who are enabled to continue in contributing to the long-term sustainability and development of the AMC through supporting the development of their academic and professional capabilities, as well as to share recent advances in Academic Medicine over 4 modules on:

- Medical Professionalism
- Mentoring
- Well-being and Resilience
- Artificial Intelligence

This programme is co-organized by Academic Development Department (ADD), a department of Duke-NUS Office of Academic & Clinical Development (OACD) and College of Clinical Medicine (CCM), SingHealth Academy.

PROGRAMME STRUCTURE

Duration : Total 4 modules, half day programme for each module
Frequency : 2 runs per year for each module

**The modules in SACDP are independent of one another and participants may take them in any order.*

TARGET LEARNERS

- Senior Academic Clinicians (Senior Consultants and Consultants) who have faculty appointments with Duke-NUS.
- Senior clinicians who have interests in driving Medical Professionalism, Mentoring, Well-being and Resilience, and/or Artificial Intelligence in their respective institutions.

PROGRAMME DIRECTOR

Prof Chay Oh Moh

For enquiries, please email add@duke-nus.edu.sg

Supported by:

Module 1:

Medical Professionalism

PROGRAMME DIRECTOR

Adj Assoc Prof T Thirumoorthy

CO-LEAD

Prof Lim Shih Hui



Duration : Half day



Class size :

50 – 60 participants



Methodology:

- Lecture
- Case studies
- Facilitated group discussions

Professionalism is a social construct and contract of the identity of professionals in society, and their duties and responsibilities to society. Medical and healthcare Professionalism encompasses a set of duties, competencies, values, virtues, behaviours, outcomes and relationships that aims to achieve the goals of medicine, and promote trust and confidence in the healthcare system. In the 21st century, expectations of professionals are not based solely on their knowledge or qualifications. Society holds medical professionals accountable for their performance and the domains of safety, transparency and reliability.

This module is designed for participants to re-visit and re-learn medical professionalism, with discussions on workplace professionalism dilemmas, so as to maintain the standards and be role models in professionalism.

TOPICS:

- ★ Medical Professionalism in the 21st Century
- ★ What Constitutes Unprofessional Behaviours and Conducts?
- ★ How to Educate Juniors on Medical Professionalism?



Module 2:

Mentoring and Developmental Conversations

CO-LEADS

Prof Ian Curran

Adj Prof Goh Siang Hiong



Duration : Half day



Class size :

20 – 25 participants



Methodology:

- Small group work and exercises
- Facilitated discussions

Mentoring is important for every healthcare professional in their journey of continuous learning and improvement. Skills in giving, receiving and seeking feedback effectively are essential to help professionals discover their strengths and weaknesses to improve their professional performance. Mentoring helps to align individuals' roles, positions and responsibilities with the organization's goals, identification of talents and can enhance a talent development programme. Effective mentoring is also a core component in medical education.

This module is designed to develop participants to become more effective mentors, build their confidence in managing difficult conversations and take up roles in mentoring.

TOPICS:

- ★ Framework of Mentoring
- ★ Roles and Expectations of Mentors, and how to be Successful
- ★ What Constitutes a Successful Mentor-Mentee Relationship?



Module 3:

Inspiring Self To Energize Others

CO-LEAD

Adj Assoc Prof Goy Wee Lip,
Raymond

 **Duration** : Half day

 **Class size** :
15 – 20 participants

 **Methodology:**
- Small group work
and exercises
- Facilitated
discussions

Self-care, Self-awareness, Self-management (Managing Oneself) are important strategies in avoiding burn-out, developing professional resilience and positive engagement. Physician burn-out marked by emotional exhaustion, cynicism and poor professional performance has major impact on patient safety, quality of care, patient satisfaction and physician attrition. Through understanding the symptoms of burn-out and learning resilience strategies, clinicians can play a role in improving their personal physician wellness, as well as their colleagues', build positive organisational culture with supportive collegiality at work.

With a team of psychiatrists, psychologists, and medical social workers, this module is designed for participants to assess their personal well-being, and how they can be a positive influence to their colleagues and the organization culture.

TOPICS:

- ★ Inspiring from Within
- ★ Using Self to Energize Others during Difficult Times
- ★ Overcoming Challenges and Coping Strategies



Module 4:

Artificial Intelligence for Everyone

 **Duration** : 2 – 3 hours

 **Class size** :
300+ participants

 **Methodology:**
- Lecture
- Q&A

The use of artificial intelligence (AI) in healthcare is exploding. But where is it making a difference, and where is it just hype? What exactly is AI, how can clinicians implement AI solutions to extract insights from the healthcare data and make transformational changes?

With an invited speaker from AI Singapore, this module is designed for participants to discover what AI is, learn about the transformational trends that are changing the healthcare industry today and applications of AI solutions through case studies.

TOPICS:

- ★ What is AI and what can it do?
- ★ Deep Learning and its Major Applications
- ★ Ethics in AI Implementation
- ★ Transformational Trends and Case Studies in Healthcare

This module is supported by  **AI SINGAPORE**

