

## **Workshop: Professional Development as a Catalyst for Organizational Change-An International Leadership Continuing Education Program**

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Organizational change is often an overwhelming challenge for leaders. Change may be the result of market shifts, economic environment, technology advancements or changing work force skill-set demands. Furthermore, the creation of a learning organization that is able to constantly evaluate and change to grow and improve requires an environment that allows for open dialog and transparency to exchange information with internal and external stakeholders, where leaders have an open mind, really listen and pay attention. Advocating for such change could be even more challenging when the organization is one that creates and delivers education and the leaders are physicians.

This session describes an international Leader Education Program (LEP) that equips those in leadership roles responsible for leading transformational change, with knowledge, tools and resources to perform effectively.

### **The program discusses some of the following fundamental concepts and leader characteristics.**

- Embrace Change as inevitable
- Establish and maintain open communications with internal and external stakeholders
- Adjust long-term strategies and plans to remain relevant
- Focus on data-driven decisions and results-based practices
- Celebrate evolutionary success.

### **The program delivers content, resources and tools that can help leaders be competent in the following areas**

1. Adult Learning Principles and Leadership
2. Facilitating Change
3. Building and Managing Teams
4. Creating and Managing a learning organization
5. Communication
6. Project management

### **Learning Objectives:**

After this session, participants will be able to

- List characteristics of leaders in learning organization
- Prepare and plan for change with the vision to lead transformation
- Analyze the role of coaching, facilitation, transformational leadership, and effective communication in managing and advocating for change and improvements in an organization