

8th AIM Global  
Deans Forum:

# Nurturing the soul of pharmacy education

9-10 SEPTEMBER 2017

Join us in Seoul, Republic of Korea at the FIP global networking event for Deans hosted by the Academic Institutional Membership (AIM).



## Focus on speaker: Dr James Honan, Harvard University, USA

*"Pharmacy deans are academics and when they come into office, they suddenly have to run a business. This workshop will empower deans to implement change and transform a concept into a strategy and business plan."*

This year, renowned global leader on education, Dr James Honan, of Harvard University, will lead a full day session on "Developing a strategic perspective for the school". This will be an interactive day where deans will get together and share ideas with colleagues. You will come away with ideas to transform concepts into a strategy and business plan, with a clear vision, mission and objectives.

Dr Honan has served as a consultant on strategic planning, resource allocation, and performance measurement and management to numerous colleges, universities, schools and non-profit organisations, both nationally and internationally. At Harvard, he is educational co-chair of the Institute for Educational Management and is a faculty member in a number of executive education programmes for educational leaders and non-profit administrators.

### The AIM Global Deans Forum

The Forum is an exclusive opportunity for deans to interact with each other and discuss how pharmacy and pharmaceutical sciences educational institutions are transforming their programmes to achieve better health outcomes.

As a dean from an FIP AIM institution, you are invited to take part in discussions and debates over this one-and-a-half day event. The programme is organised in three main sessions: "Developing a strategic perspective for the school", "Strategic planning for the future", and "Managing change in schools". These areas are of critical importance to the role of pharmacy educational institutions, and aim to give focus on educating the pharmacy and pharmaceutical sciences workforce of the future. There is also the chance to listen to expert speakers from around the world and join in on innovative interactive opportunities. If you are not yet member, please join us!

# DETAILED PROGRAMME DAY 1

## SATURDAY 9 September

**09:00–09:15** **Introduction to the Dean's Forum**  
**Dr Wayne Hindmarsh** (Chair of AIM, Canada)

**09:15–10:30** **Session I – Developing a strategic perspective for the school**  
Chair: **Dr John Pieper** (St Louis College of Pharmacy, USA)  
Presentation: “*Planning and strategy development in schools and faculties – Challenges and opportunities*” **Dr James Honan** (Harvard Graduate School of Education)  
> Followed by Q&A

This session will focus on methodologies that can be used to empower deans to better conceptualise change, transforming a concept into a strategic plan, with a clear vision, mission and SMART objectives for the school.

This session will identify key planning and strategy development challenges faced by deans. To present and review selected planning and strategic tools and frameworks, to give participants the opportunity to engage in peer learning/ feedback on strategic planning challenges.

**10:30–10:45** **COFFEE BREAK**

**10:45–11:45** **Workshop I: Organisational change**  
**Dr James Honan** (Harvard Graduate School of Education)  
**11:45–12:45** Part I: Individual assessment and development of a stakeholders' mapping and logical model logframe.  
**12:45–13:00** Part II: Facilitated table discussions.  
Wrap-up and morning conclusions – **Dr John Pieper** (St Louis College of Pharmacy, USA)

This session will support deans to assess current decision-making processes and evaluate how their initiatives can lead to change. It will support identifying how their future actions can lead to results using design thinking methodologies and frameworks for implementation.

**13:00–14:00** **LUNCH**

**14:00–16:00** **Session II – Strategic planning for the future**  
**Dr James Honan** (Harvard Graduate School of Education)  
**Workshop II: Strategic planning and change management**  
Part I: Action plan exercise  
Part II: Facilitated table discussions and action plan presentations

The workshop will provide the tools and core frameworks to support forward thinking beyond operational aspects related to current needs and daily operations of pharmacy schools. To develop compelling strategies aligned with technological innovation and trends. At this session deans will have the opportunity to develop their own action plans, share and discuss with peers different approaches to successfully conduct change on institutional level. The outcomes will be a concrete tool to implement change at their institutions.

**16:00–16:20** **COFFEE BREAK**

**16:20–17:00** **Workshop III: Aspirational gradation mapping**  
**Dr James Honan** (Harvard Graduate School of Education)

The session will consist of a gradation exercise to allow deans to position their institutions according to the current state of strategic development and to set the goal for future development.

**17:00–17:15** **Workshops wrap-up**  
**Dr James Honan** (Harvard Graduate School of Education)

**17:15–17:30** **Nanjing Statements & Closing remarks**  
**Dr Wayne Hindmarsh** (FIP chair of AIM, Canada)

**17:30–19:00** **Networking event for AIM participants**  
(Invitation for deans only)



### Another exclusive invitation for deans – the AIM Reception

We invite you to join us at the 2017 AIM Reception. This will take place on 9 September following the first day of the AIM Deans Forum. Join us for a chance to network with other deans and high level pharmacy leaders from around the world. Come along to share ideas and discuss the highlights of the day, make new collaborations and partnerships, and shape the future direction of education at your institution.



## Thoughts from session chair: Professor John A. Pieper

John Pieper, AIM Advisory Committee member, president-elect of FIP's Academic Pharmacy Section, and president and professor, St Louis College of Pharmacy, shared his thoughts on this year's AIM Deans Forum: "The theme, 'Nurturing the soul of pharmacy education', will focus on leadership development for deans with interactive programming on strategic planning and managing change for schools and faculties. Forum participants will lead in developing strategic plans and perspectives, and international case studies will be presented on the topic of managing change in academic institutions. This will mean that all participants will leave with specific institutional action plans."

## DETAILED PROGRAMME DAY 2 SUNDAY 10 September

- 09:00-09:20 Session III – Managing change in schools**  
Chair: **Dr Paul Gallagher** (Royal College of Surgeons in Ireland, Ireland)
- 09:20-09:40 Presentation: Overview of managing curricular change process with reference to theoretical frameworks**  
**Dr Michelle Flood** (Royal College of Surgeons in Ireland, Ireland)
- 09:40-10:00 Case studies presentations:**  
1| Case study – Ireland  
**Dr Michelle Flood** (Royal College of Surgeons in Ireland, Ireland)  
2| Case study – Kuwait  
**Dr Pierre Moreau** (Kuwait University, Kuwait)  
> Followed by Q&A

The session will focus on the uniqueness of managing change in schools. It will incorporate several structured approaches to support the school and academic staff by making links of how to gain better support and how to improve performance. It will also provide examples of how to prepare, equip and support academic staff to successfully adopt change in order to drive organisational success and outcomes.

- 10:15-10:30 COFFEE BREAK**
- 10:30-10:50 Case studies presentations:**  
3| Case study – India  
**Dr Gurumurthy Parthasarathi** (JSS University, India)
- 10:50-11:45 Workshop activity**
- 11:45-12:00 Wrap-up and conclusion**  
**Dr Paul Gallagher** (Royal College of Surgeons in Ireland, Ireland)

### By the end of the 8th AIM Global Deans Forum, deans will be able to:

- Identify concrete challenges and gaps in their current institutional strategic planning
- Develop a broad understanding on strategic planning according to societal trends in light of technology evolution, disruptive innovation and education needs
- Understand the difference between a strategic plan and an operational plan.
- Lead change management initiatives at their institutions, including efficient resources allocation and organisational change
- Evaluate and assess their current stage of action planning development and define key objectives for future initiatives
- Develop a step-by-step approach by the end of day 1 on how to implement change according to the culture of an institution and to serve as a roadmap for engagement with local and regional stakeholders
- Ascertain best practices and examples through a series of case studies presenting on managing change at an institutional level

You will receive a certificate of participation.





## What is FIP Academic Institutional Membership?

FIP Academic Institutional Membership, or FIP AIM, is a membership that allows faculties and schools of pharmacy and pharmaceutical sciences to become inter-connected on a global platform of discussion, leadership and shared challenges and successes. FIP AIM focuses on the parallel evolution of faculties and schools of pharmacy and pharmaceutical sciences alongside the ongoing changes in pharmacy practice, science, research and their respective funding. All faculties and schools of pharmacy and pharmaceutical sciences from around the world are welcome to apply for FIP AIM. These academic institutes are represented by their deans, vice-deans and other decision makers within the membership activities, such as online discussion platforms and the annual AIM Deans Forum at the FIP Congress.

With AIM, your school benefits from:

- A global platform of discussion, leadership and shared challenges and successes between deans and leaders of academic institutes
- Shared knowledge and resources at “decision-maker” levels through both in-person and online venues
- An online members’ platform within which to discuss topics, post documents and network with other deans
- Specialised sessions at the in-person AIM Deans Forum running concurrently with the FIP Congress
- The opportunity to connect your academic staff to other faculty professors from all over the world via the online members’ area
- Special member profiling in the up-to-date Official World List of Pharmacy Schools – publicly profile your university and its academic opportunities and, within the members’ area, gain access to contact details of deans and institutional services
- The member-only opportunity to post career opportunities for staff, project leads and term positions to an international audience – only members may post, but the world can view
- FIP Publications: The International Pharmaceutical Journal, the monthly FIP AIM newsletter with global information about pharmacy education and how your peers steer their schools of pharmacy, access to the Pharmacy Education Journal, newsletters and updates from across FIPEd

Find out more on our website: <http://aim.fip.org/>  
or email [aim@fip.org](mailto:aim@fip.org)



***“AIM is the only global network across all continents providing connectivity amongst Schools of Pharmacy. The value of this connection will last a life time. Register today!”***

K. Wayne Hindmarsh, Chair of AIM and Dean Emeritus, Leslie Dan Faculty of Pharmacy University of Toronto

