

Vision for 2022

We are a game changer in mental health by transforming the way...

- Mental wellness is promoted;
- Mental illness is understood, prevented and treated across the lifespan;

We have earned this reputation by:

1. Being known as a place where **people want to come, stay & grow**;
2. Providing **excellent, evidence-based clinical services**, aligning on some clinical areas of excellence, resolving **patient flow** issues and **eliminating wait times**;
3. Becoming a **centre of excellence in strategic areas of research**;
4. Exerting greater **influence over clinical program leadership** and integration across organizations;
5. **Embedding effective metrics** in all levels of clinical, educational and research programs

Scorecard

- Retention at...
- Wait times...
- Pt flow
- Research excellence areas...
- Metrics implemented...
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Mission in 2019

1. New organizational structure in place and functioning well
2. Clarify Roles, Expectations & Gaps, leverage individual strengths
3. Improve wait times and flow between existing clinical programs
4. Meet benchmarks to embed CBME across required levels of education (postgrad and undergrad)
5. Identify strategic research areas of excellence and develop strategies to support these eg strategic recruitment, fellowships, funding

Five Areas of Focus in 2019 (with objectives)

1. Research

- 1.1 Identify 3 key areas of research strengths
- 1.2 Align resources with those identified strengths
- 1.3 Research programs could play a leadership role in embedding metrics across clinical programs

2. Education

- 2.1 Evaluate implementation of CBME in postgrad
- 2.2 Clarify and meet the required implementation benchmarks for CBME in undergrad and postgrad
- 2.3 100% of faculty trained on CBME implementation
- 2.4 By July 1st 2019 the core stage CBME implemented for incoming PGY-3 & 4 residents

3. Clinical

- 3.1 Develop clear model of care at primary, secondary and tertiary levels. Implement and operationalize by 2021.
- 3.2 Improve interface and Optimize patient flow to promote accountability
- 3.3 Use of metrics in clinical care

4. Social Responsibility & Advocacy

- 4.1 Active collaboration with elected officials
- 4.2 Drive a more pragmatic agenda with QU Advancement and Hospitals' foundation.
- 4.3 Identify a 'cause' we think is worthy fighting for

5. Governance & Structure

- 5.1 Implemented a more streamlined, effective org chart
- 5.2 Clearly defined the role descriptions for faculty in leadership positions within the Department
- 5.3 Complete 360 appraisals every 3 years in key leadership roles and other roles tbd

... Action Plans (to be completed)