

12th International Medical Workforce Conference

***It's Not Complicated: a lens and two
ideas from the Canadian experience of
medical school expansion***

Robert Woollard

New York

May 3, 2010

Social Accountability

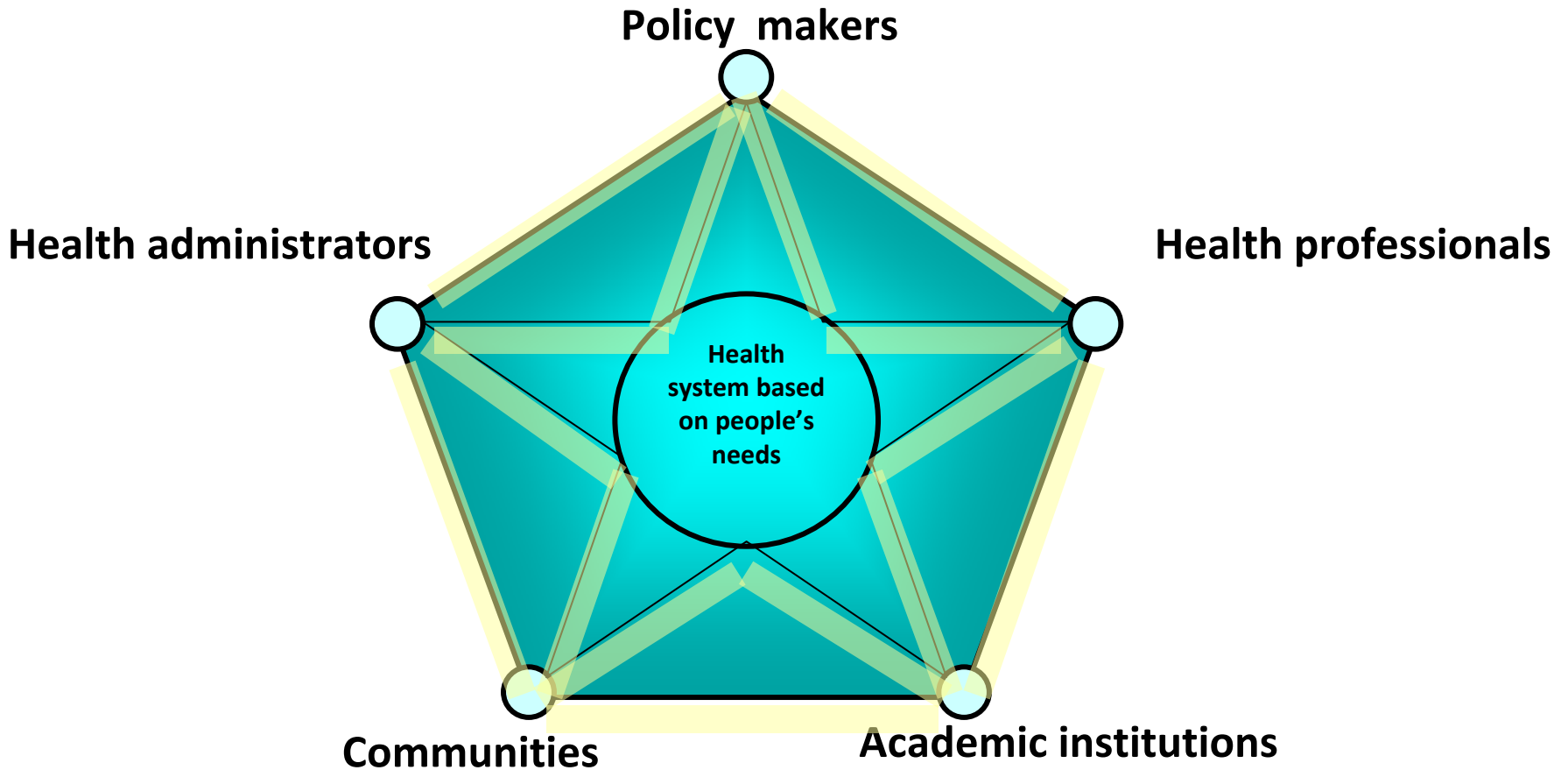
Definition of Social Accountability

..the obligation to direct their education, research and service activities towards addressing the priority health concerns of the community, region, and/or nation they have the mandate to serve.

The priority health concerns are to be identified jointly by governments, healthcare organizations, health professionals, and the public.

-World Health Organization, 1995

Relationship Building Partnership Pentagram



Links to the Network Towards Unity for Health

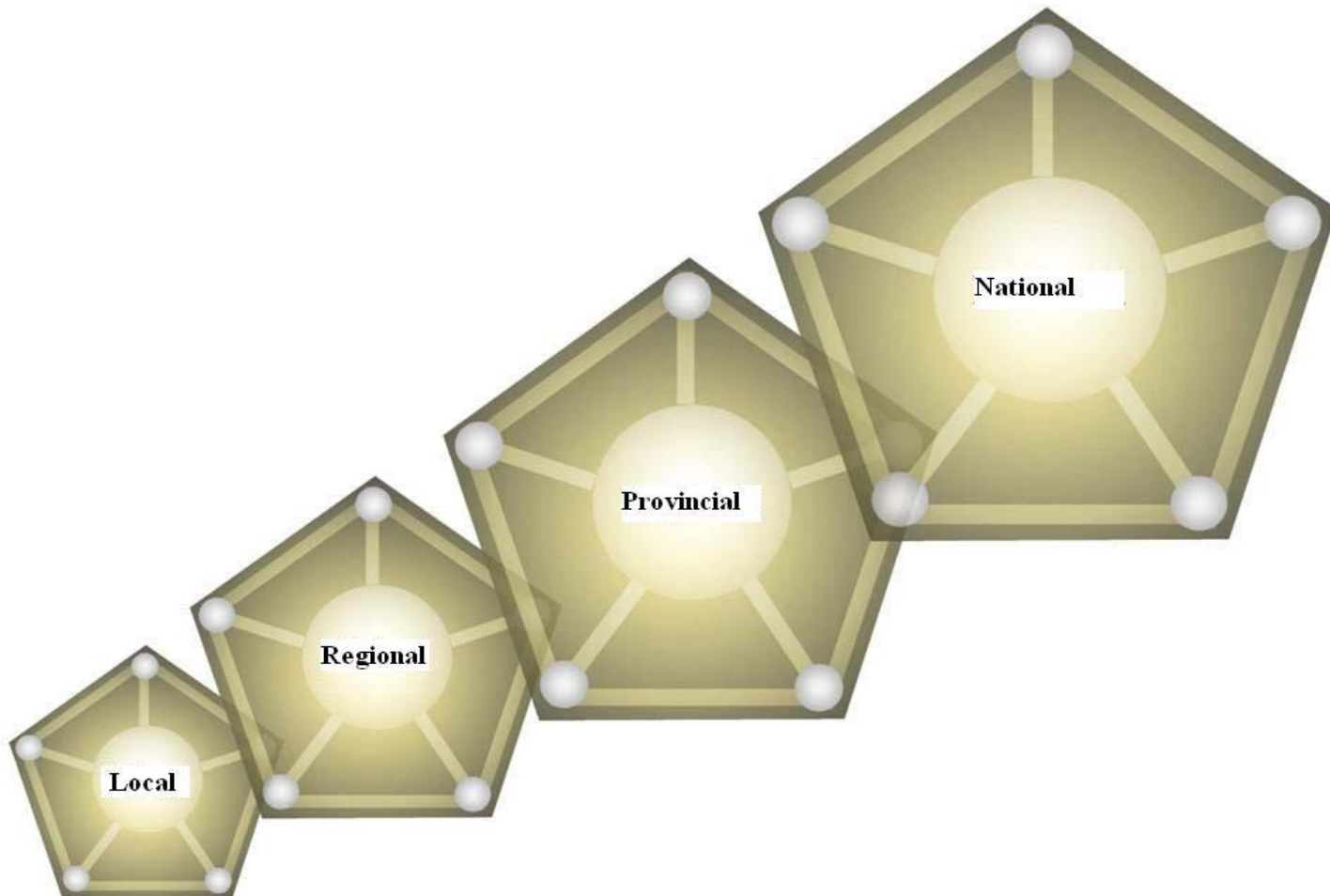
All reports and brochures:

http://www.the-networktufh.org/about_us/brochures.asp

English version of the report:

http://www.the-networktufh.org/download.asp?file=aboutbrochure_pdf2.pdf

Hierarchy of Socially Accountable Partnerships



An historian views relationships

“Society is the total network of relations between human beings. The components of society are thus not human beings but the relations between them. In a social structure individuals are merely the foci in the network of relationships...

A visible and palpable collection of people is not a society; it is a crowd. A crowd, unlike a society, can be assembled, dispersed, photographed, or massacred.”

Arnold Toynbee (A Study of History)

Sending a Rocket to the Moon

- Formulae are critical and necessary
- Sending one rocket increases assurance that the next will be OK
- High levels of expertise in a variety of fields are necessary for success
- Rockets are similar in critical ways
- There is a high degree of certainty of outcome
- Optimistic approach to problem possible

Complex (Glaubergerman and Zimmerman)

Raising a Child

- Formulae have a limited application
- Raising one child provides experience but no assurance of success with the next
- Expertise can contribute but is neither necessary nor sufficient to assure success
- Every child is unique and must be understood as an individual
- Uncertainty of outcome remains
- Optimistic approach to problem possible

Wheatley on measurement:

*“We would like to dethrone measurement from its godly position, to reveal the false god it has been. **We want instead to offer measurement a new job--that of helpful servant.** We want measurement to be used from a deeper place of understanding, the understanding that the real capacity of an organization arises when colleagues willingly struggle together in a common work that they love.”*

Margaret Wheatley

Science, management and humility

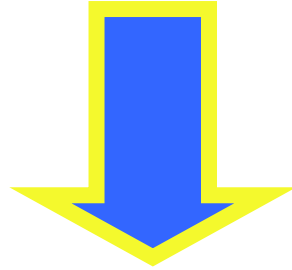
"The aim of science is not to open the door to infinite wisdom, but to set a limit to infinite error."

-Bertolt Brecht in The Life of Galileo (1939)

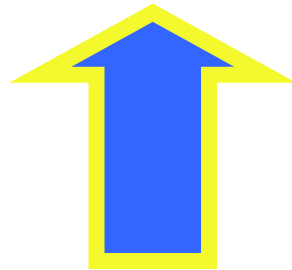
Conclusion

Creating a *complex adaptive health system* within a framework of agreed upon *values* and *relationships* will develop the best and most sustainable response to the needs of society.

Top down



C H A N G E



Bottom up