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Medical Center



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# From Here to There...

*Richard M. Schwartzstein, MD*

*Carl J. Shapiro Institute for Education and Research*

*Beth Israel Deaconess Medical Center*

*Harvard Medical School*

*Education is at the heart of patient care.*

—— Shapiro Institute



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# The Journey...



<http://blog.dranielgillick.com/2015/05/getting-from-here-to-there.html>



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# The Path...

- Examine some of the obstacles to implementing change.
- Review the ground we have covered.
- The challenges ahead.



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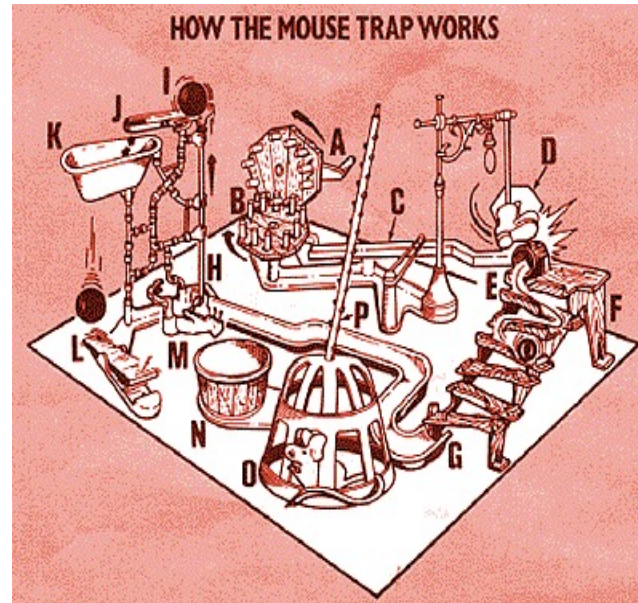
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# Three Traps to Innovation

*Peter F. Drucker*

1. Opportunity not in tune with priorities of institution - fit?
2. Confuse novelty with innovation - add value?
3. Confuse motion with action - new structure or outcome?



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# Fit or misfit?

## *How do we gain support?*

Which part of your institution  
supported this trip?

Will your plans be aligned with  
its goals?

Who else will care?



*"Let's face it: you and this organization  
have never been a good fit."*

# How to Institute Your Values

Charles E. Dwyer, *The Shifting Sources of Power and Influence*

- Coincidence: someone acts in their interest and your values are served by chance.
- Someone who has power has common values and supports you to achieve common goals.
- You have the power to institute the change on your own.



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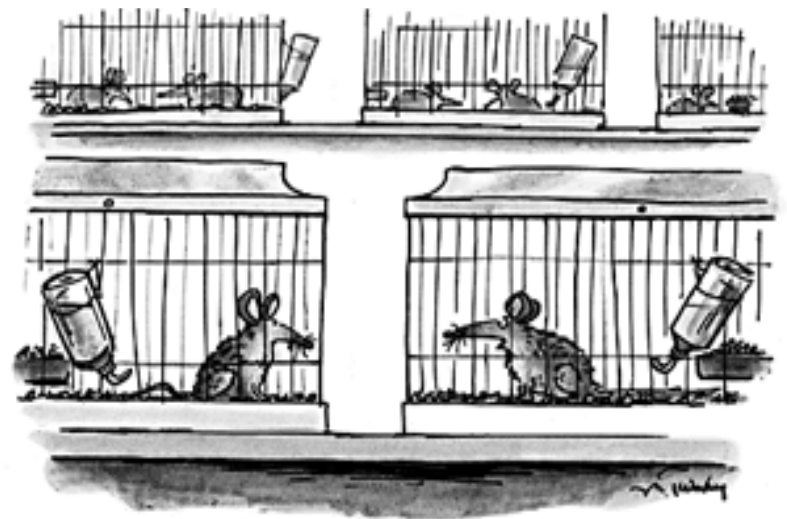
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# Novelty or Innovation?

## *The Power of Pilot Projects*

- Start small: little risk, few resources needed
- Demonstrate value
- When there is disagreement, do the experiment



*"What if these guys in white coats who bring us food are, like, studying us and we're part of some kind of big experiment?"*

# Continue to Build

- Can my results be generalized?
- Recruit allies
- Perfect vs. possible



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# School Team Workgroups

- What you shared with us this afternoon
  - Key lessons learned from Millennium Conference
  - Goal with list of short-term (6 month) actions and how you will achieve them
  - Goal for long-term (2 or more years) actions and how you will achieve them
  - Strategies to maintain energy/momentum
  - Plans to evaluate your efforts
  - Follow-up??

# Possible Task Forces

- We will be sending you survey for ideas
- Institute Brainstorming
- Gather at AAMC mtg November 2023 to share our discussions with others



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# Conference Report

- Will circulate another draft (possibly 2)
- Target submission – August 1??
- Let me know if you do ***not*** want to be a co-author



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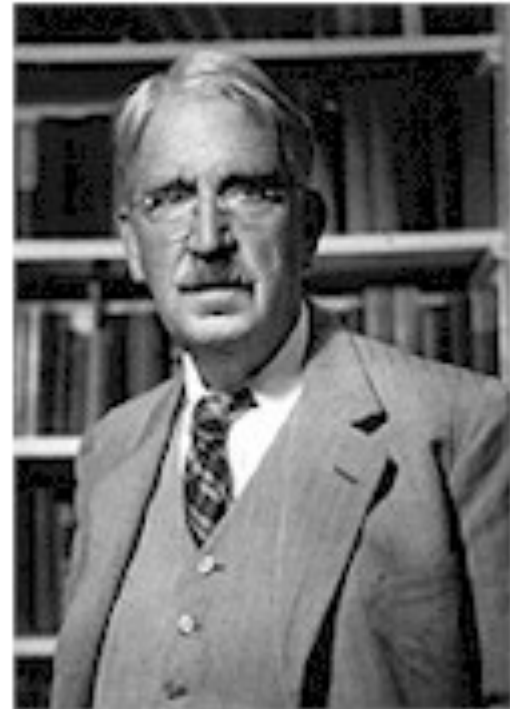
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# A Teacher Must Be Humble

“The teacher is not in the school to impose certain ideas” but rather “is there ...to select the influences which shall affect the child and to assist him in properly responding to these influences.”

John Dewey



# Thank You!!

- AAMC - Alison Whelan, MD
- Molly Cooke, MD
- Shapiro Institute colleagues and staff
- All of You!!

Safe trips Home!



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