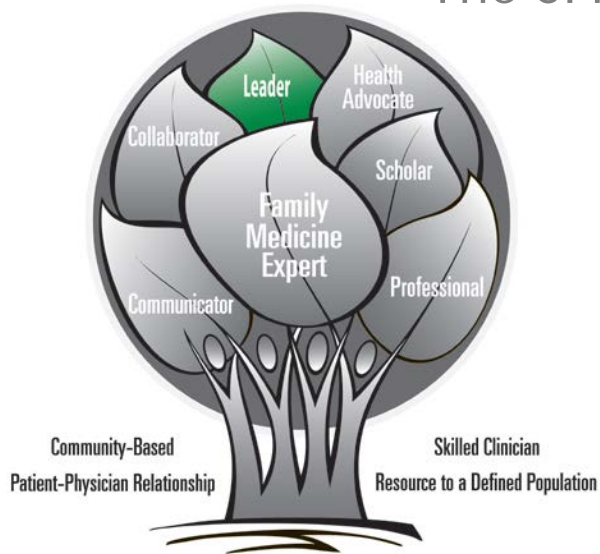


Preparing for Practice

The CFPC's Self-Guided Approach from Residency into Practice



CanMEDS-Family Medicine

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Image adapted from the CanMEDS Physician Competency Diagram with permission from the Royal College of Physicians and Surgeons of Canada.

Speaker Disclosure

- ▶ **Speakers: Dr. Stephen Hawrylyshyn
Dr. Sarah Kinzie**
- ▶ **Relationships with commercial interests:**
 - ▶ **Speakers Bureau/Honoraria: Joule (Hawrylyshyn)**

Why Practice Management?

FIRST FIVE YEARS

- ▶ Over 90% of FFYFP report feeling unprepared in the area of practice management after residency
- ▶ Barriers to PM learning once in practice include:
 - ▶ Knowledge of resources available
 - ▶ Time to find and access relevant resources

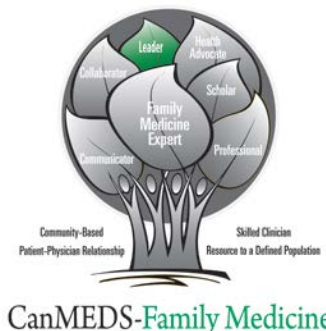
RESIDENTS

- ▶ Residents reported wanting opportunities to discuss career planning during residency
- ▶ Residents reported wanting more practice management learning throughout residency



FMEC-PG Approach to PM Curriculum

- ▶ FMEC-PG developed a longitudinal approach for Practice Management learning throughout residency & into early-practice
 - ▶ Staged approach
 - ▶ Identified topic areas and common issues within each topic area
 - ▶ Identified many resources that were already available (CMA PMC, CPMA Good Practices Guides, etc.)



Context of Self-Guided Approach

Existing
Periodic
Reviews
within
Residency

No Room
within
Residency for
additional PM
Curriculum

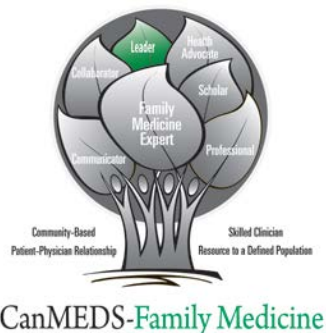
Professional
Learning
Plans Being
Developed at
CFPC

First Five
Years
Transition to
Practice
Website



Collaborative Approach

- ▶ Dr. Stephen Hawrylyshyn, First Five Years in Family Practice Committee Chair
- ▶ Dr. Sarah Kinzie, Program Director, Dept. of Family Medicine, McMaster University
- ▶ Dr. Cristina Castronovo, CFPC Section of Residents
- ▶ Dr. Evan Chong and Dr. Vivian Tam, Resident Doctors of Canada (RDoC)
- ▶ Dr. Ming-Ka Chan, Royal College Leader Role Working Group Representative
- ▶ Dr. Shirley Lee, Canadian Medical Protective Association
- ▶ Dr. John Maxted, Business Leadership Representative
- ▶ Dr. Darren Martin and Dr. Ainslie Mihalchuk, CFPC Chapter Representatives
- ▶ Jenny Kaser, Joule/CMA Practice Management Curriculum Representative
- ▶ Carol Costa, Dr. Janice Harvey, and Dr. Ivy Oandasan, CFPC Staff Representatives



Approach Components

1. Resident Self-Reflection Tool

- Online reflection questions for residents to complete at four intervals
- Become aware of available resources for key PM topics
- Learn about PM topics throughout residency

2. Discuss PM with a Coach

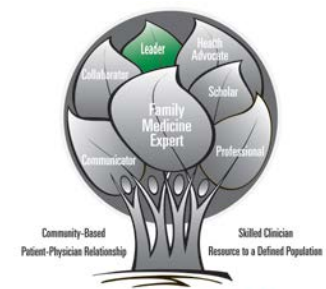
- Discuss practice management reflection with preceptor at the periodic review or with PM advisor at four intervals throughout residency

3. Repository of Resources available at www.firstfiveyears.ca

- Each question is paired with a corresponding online resource

4. Mainpro+ Professional Learning Plan

- Opportunity to create a Professional Learning Plan at each interval to review with a coach, which can be submitted for Mainpro+ credits

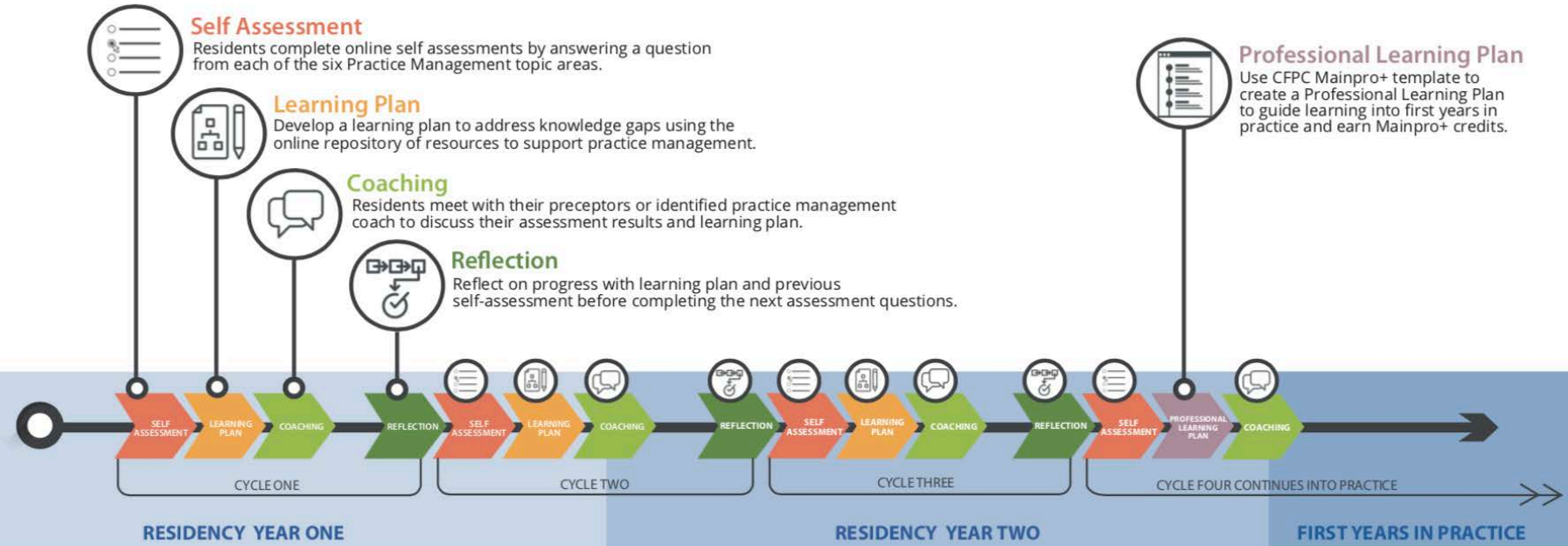


Practice Management Prep (PM-Prep)

PREPARING NEW FAMILY DOCTORS FOR THE MANAGEMENT SIDE OF PRACTICE



The College of Family Physicians of Canada (CFPC) is excited to launch PM-Prep, a self-guided online approach to improve practice management skills during residency and plan for continued learning in the early years of practice. PM-Prep uses a multi-modal strategy that includes online self-reflective tools, Professional Learning Plans (PLPs) linked to the CFPC's Mainpro+ platform, and coaching tips for preceptors. Aimed for use at four intervals, family medicine residents and early-career graduates will interact with PM-Prep beginning in the last half of the first year in residency, and spanning until the end of residency, with the development of a PLP for the first years in practice. PM-Prep is designed to compliment existing practice management learning, and intended to be used in addition to what is currently being done.



FOR COACHES

- 1 Familiarize yourself with the resources identified in the self-assessment.
- 2 Encourage residents to complete the self-assessment and develop a learning plan.
- 3 Review learning plan with resident during periodic review.
- 4 Ask questions to determine to what extend residents are thinking about practice management topics.
- 5 Review the Professional Learning Plan with exiting residents.

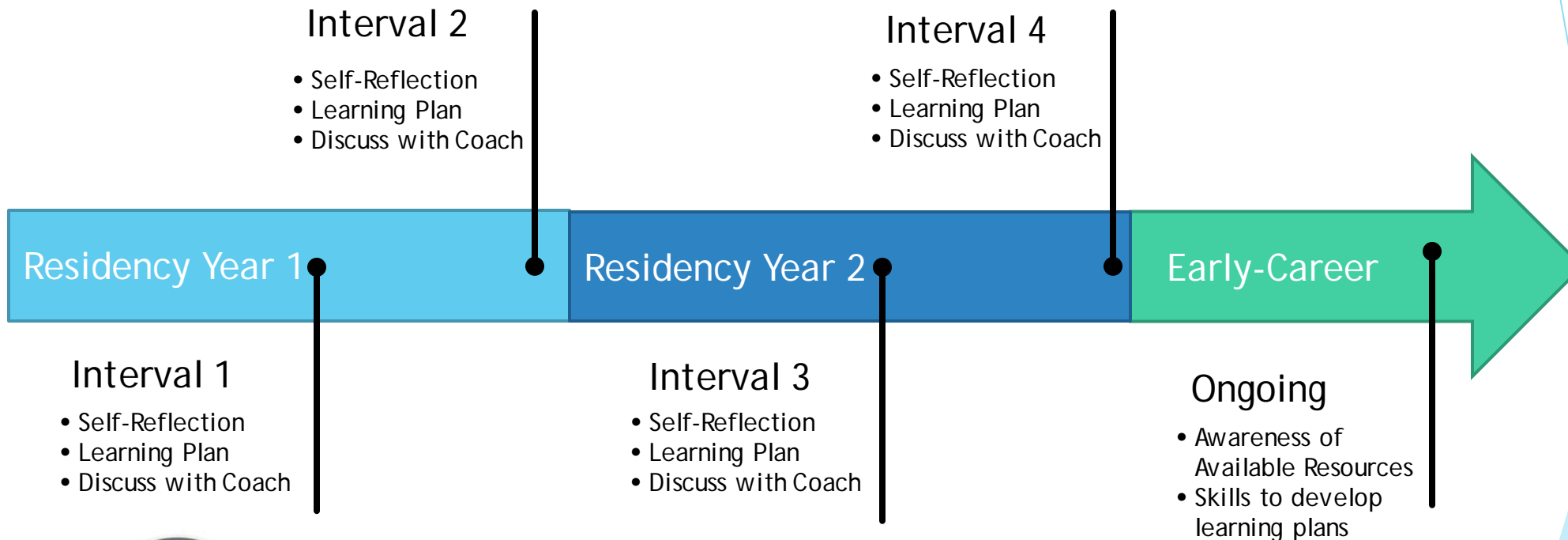
FOR RESIDENTS

- 1 Complete online self-assessment questions.
- 2 Develop learning plan to address knowledge gaps.
- 3 Discuss assessment with your coach at the periodic review or over four intervals during residency, after completed.
- 4 Before completing each set of assessment questions, reflect on your previous learning plan and your progress so far.
- 5 When exiting residency, develop a Professional Learning Plan to guide your learning into your first year in practice.

FOR GRADUATES

- 1 As you begin practice, and have questions about managing practice, refer to the PM-Prep tool and your self-assessments.
- 2 Use your Mainpro+ PLP to set learning objectives for your early career.
- 3 Consult with a mentor, or your colleagues and peers, and refer back to the online resources at FirstFiveYears.ca at any time.
- 4 Track your progress using your PLP.
- 5 Submit your completed PLP to earn Mainpro+ credits.

Longitudinal Approach





0% COMPLETE

INTRODUCTION

- How to Use This Tool
- FIRST HALF OF PGY1
- Part 1 - First half of PGY1**
- SECOND HALF OF PGY1
- FIRST HALF OF PGY2
- SECOND HALF OF PGY2

Question
01/06

Online Self-Reflection Tool

FINANCIAL MANAGEMENT

To what extent have you discussed your finances with a financial advisor as part of career planning?

Not at all
 Somewhat
 A significant amount

Resources for learning:
 For more details on planning your professional finances visit:
www.firstfiveyears.ca

NEXT

- ▶ <http://bit.ly/pmreflect>
- ▶ Work through module one questions
- ▶ Consider:
 - ▶ Could you see yourself using this too?
 - ▶ How can this tool be improved?



Share Your Feedback!

Fill out the feedback cards and leave them behind for us to collect, take a photo of your card and email it to us, or email your feedback directly to education@cfpc.ca.

