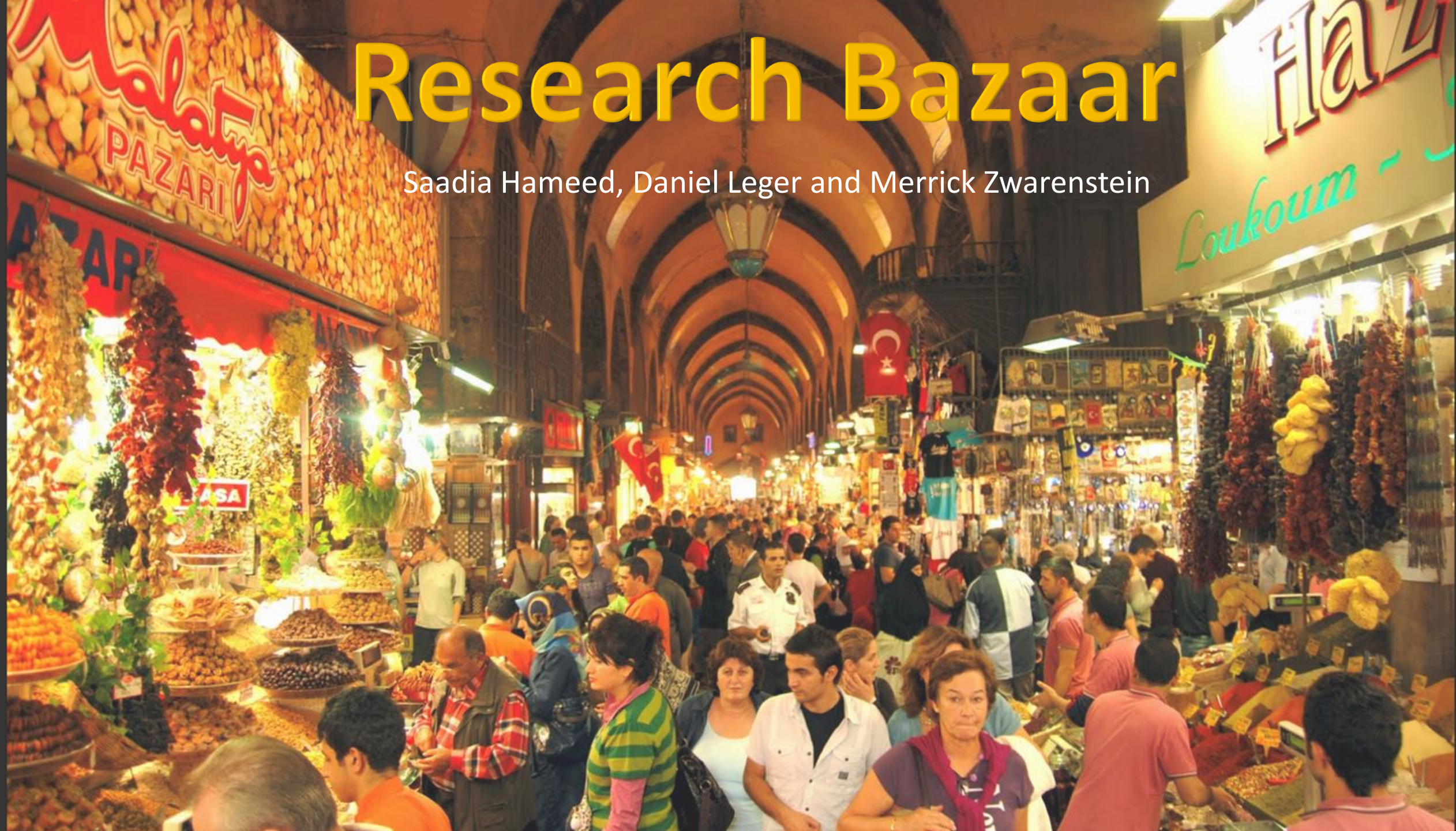
Research Bazaar

Saadia Hameed, Daniel Leger and Merrick Zwarenstein



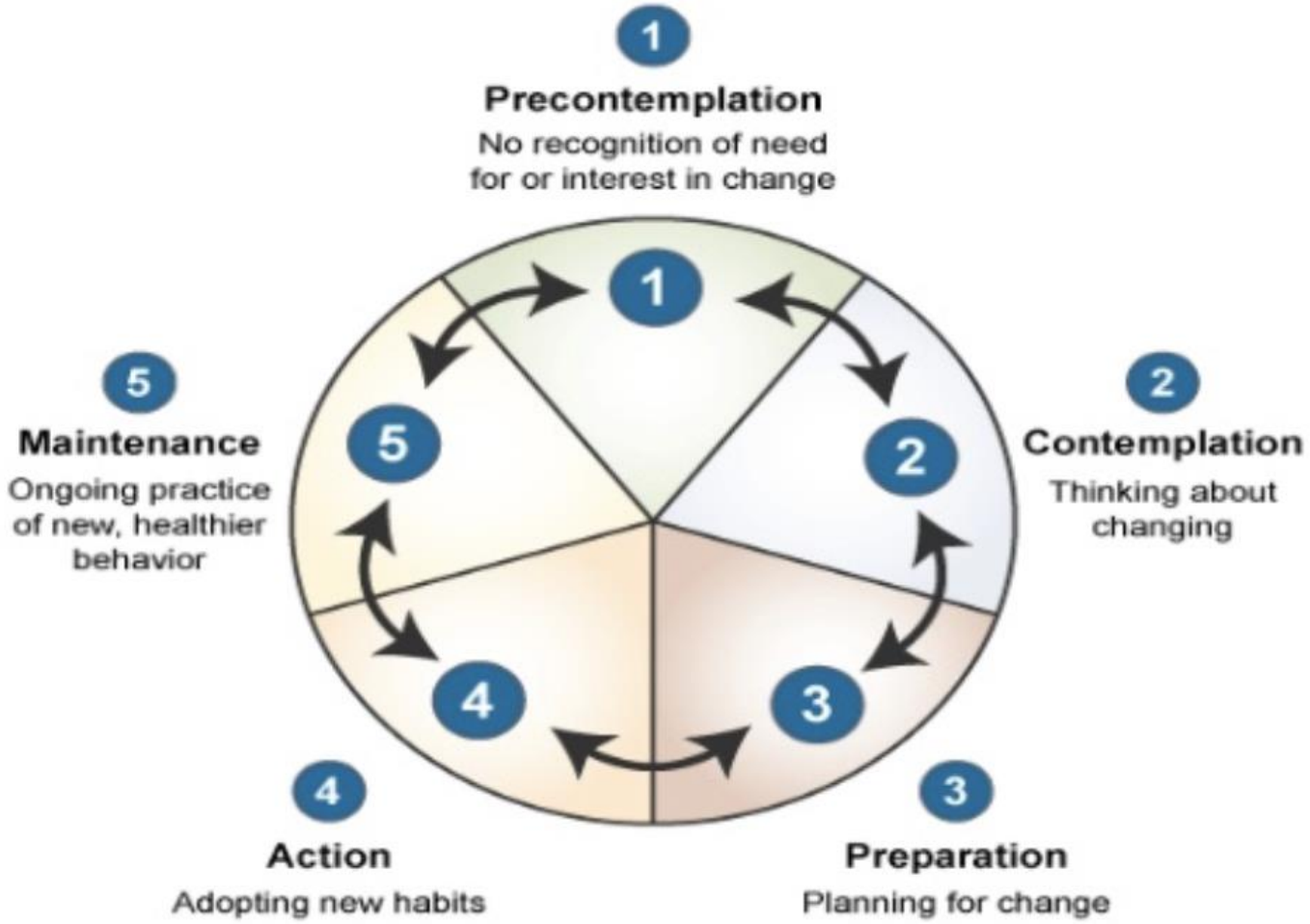
DISCLOSURE

- No conflict of interest to declare for any of the presenters

Changing Landscape

“The organizc
the future w
are capable
fast as chan

“Stages of change”
Transtheoretical model of behaviour change



@helenbevan

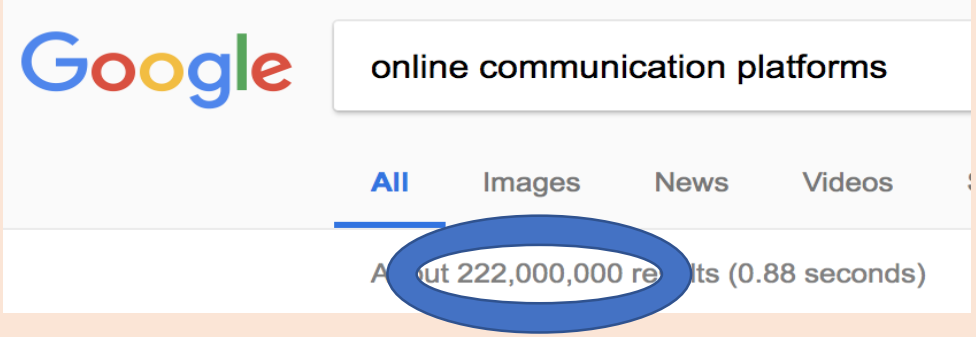
Prochaska, DiClemente & Norcross (1992)

Do you remember that 3% of people in an organisation influence 85% of other people?

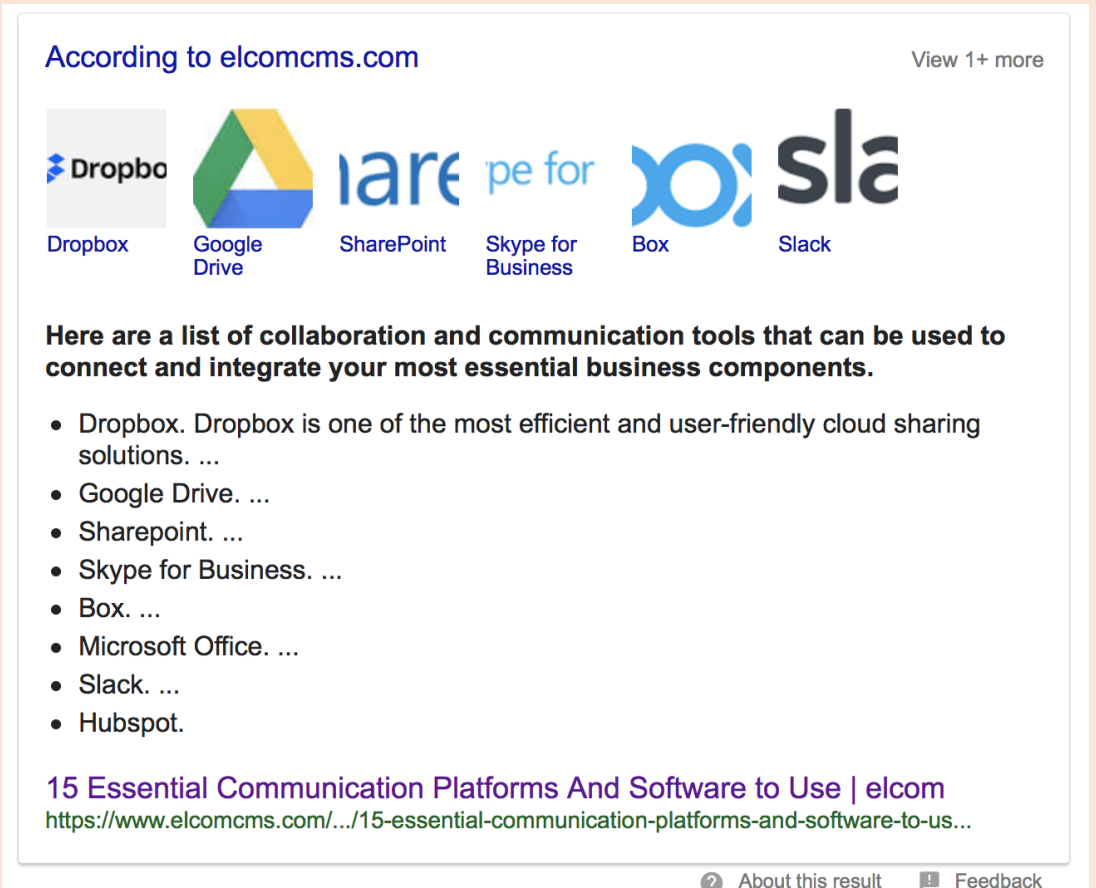
Most of them are NOT people on list A

Formal leaders typically make up **12%** of an organisation and drive conversations with **55%** of other people

Change Platforms



- Bazaars/platforms allow for diverse ideas and breakthrough thinking which cannot be achieved by a closed group of people
- Sli-doh, slack, Asana, Ryver, podio



Is your change process a cathedral or a bazaar?

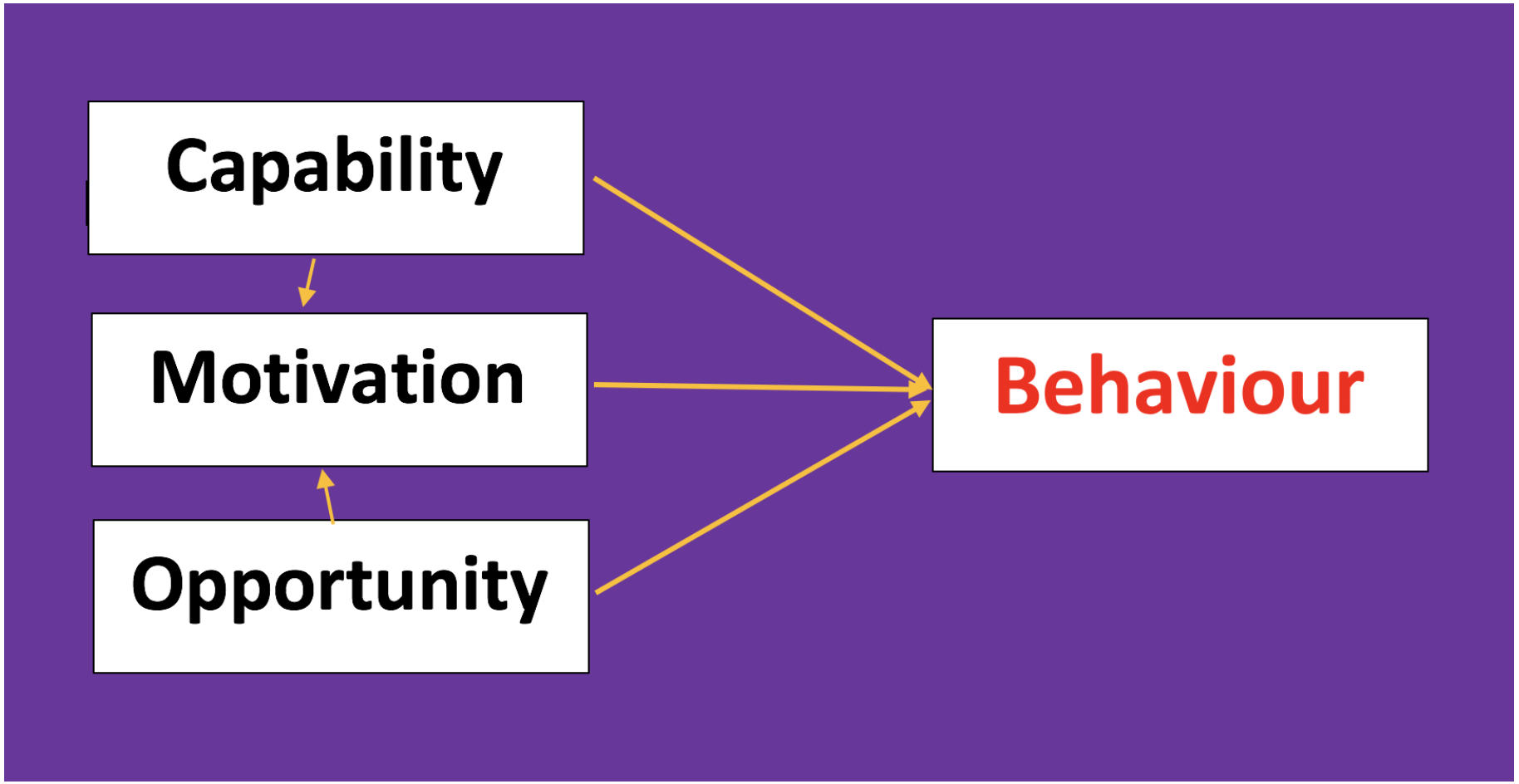
The era of the PLATFORM

Platforms today power learning and innovation at the speed of change by providing collaborative and sometimes exponentially productive spaces for people to create value

John Hagel

Framework for understanding behavior

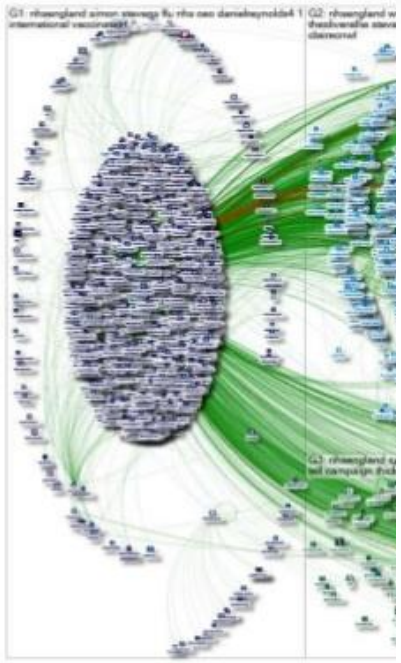
3 factors necessary and sufficient prerequisites for specified volitional behavior



Fishbein et al. (2001) Michie et al. (2011)

BUSINESS AS USUAL
DISRUPT!

The powerful m



@helenbevan

2x

People who are highly connected have twice as much power to influence change as people with positional power

Leandro Herrero

http://t.co/Du6zCbrDBC

nge

BUSINESS AS USUAL
DISRUPT!

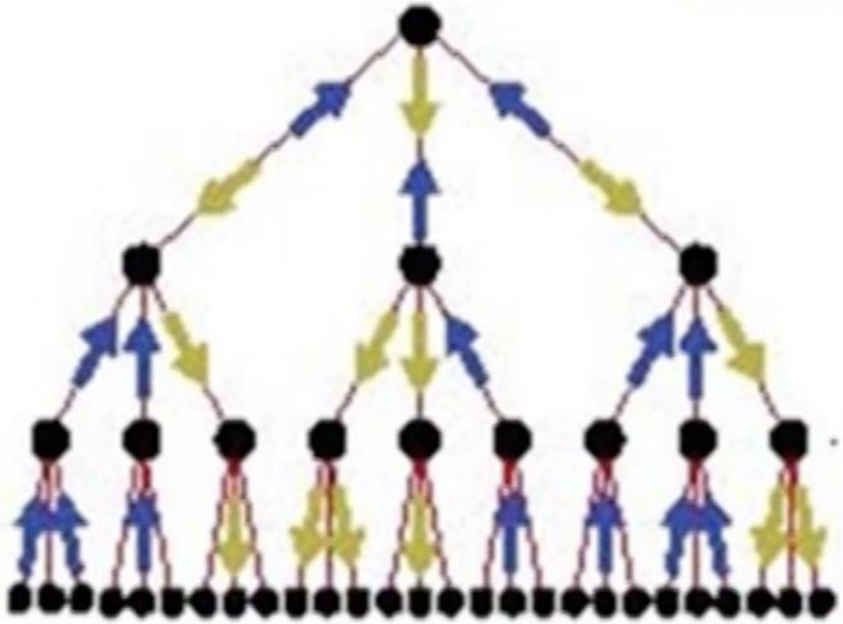
Leading chan

Dominant ap
Power through hie
Mission and vision
Making sense throu rational argument
Leadership-driven (down) innovation
Tried and tested, based on experienc
Transactions

#EdgeTalks

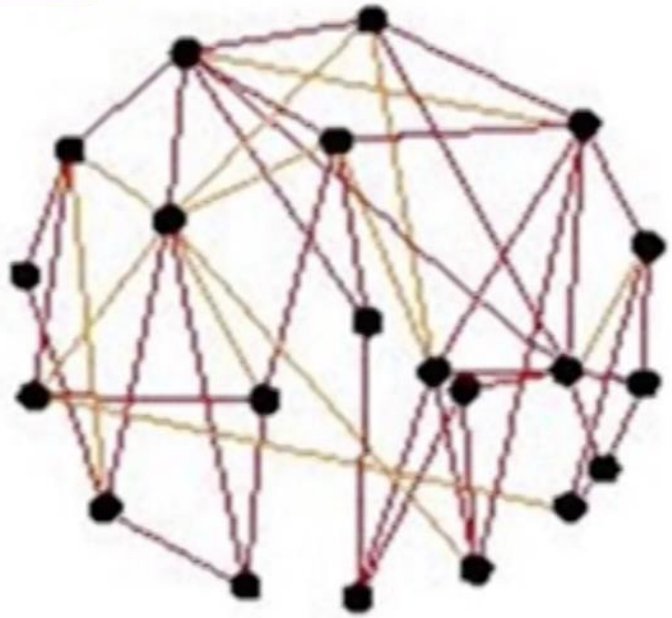
The radical shift in communication paradigm:

Clay Shirky



From

one-to-many standard top down diffusion



To

many-to-many networked communication

Source of images: http://www.necsi.edu/projects/yaneer/Civilization.html

BUSINESS AS USUAL
DISRUPT!

live on
the edges
OR not
at all.
Image: GapingVoid.com

Why go to the edge?

Leading from the edge brings us into contact with a far wider range of relationships, and in turn, this increases our potential for diversity in terms of thought, experience and background. Diversity leads to more disruptive thinking, faster change and better outcomes

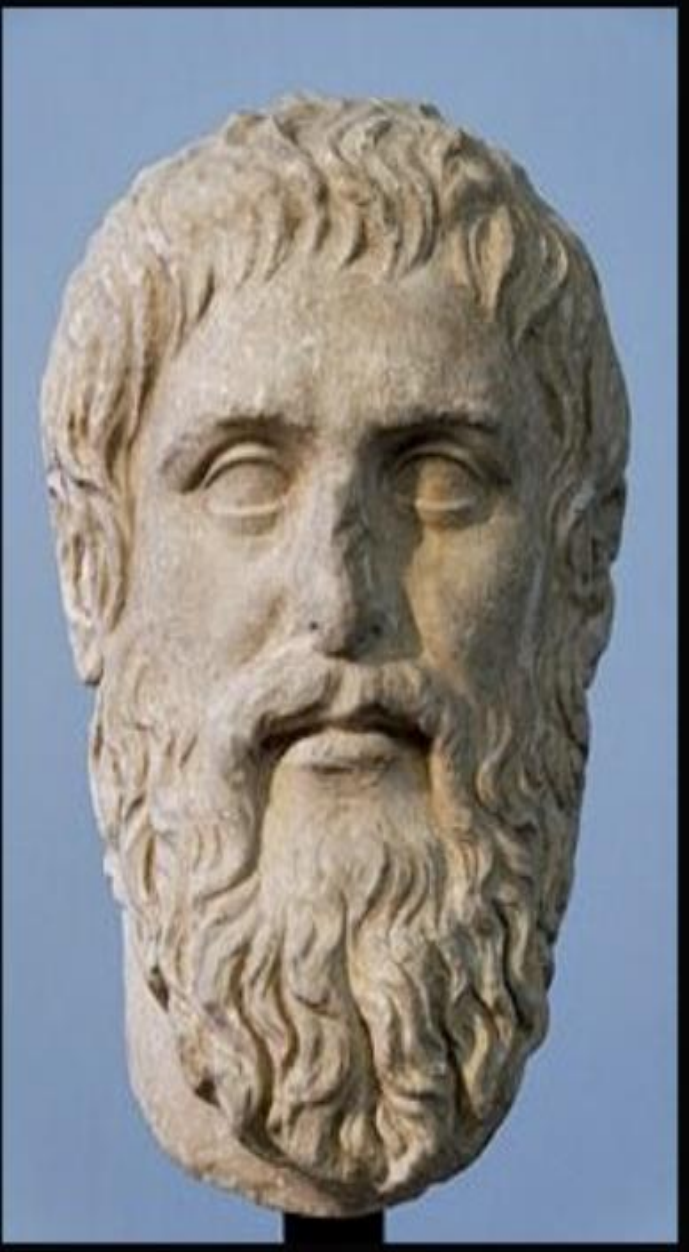
Aylet Baron

Requisites of culture change

- Create a strong narrative for Research
- Ignite passion and emotional energy for research “PBRN”
- Expand connections - invest in digital skills and lead through networks as well formal leadership system
- Identify and engage informal leaders
- Develop our equivalent of “The Edge” or “Think Tank” where we can incubate radical and disruptive ideas, be connected to networks outside our department and curate knowledge

- Build change platforms– and create both bazaars and cathedrals
- Adopt emergent approaches to planning and design, based on monitoring progress, learning and adapting as you go.
- Rapid evaluation and scaling processes

story



Why do I do research?

All learning has an emotional base.

(Plato)

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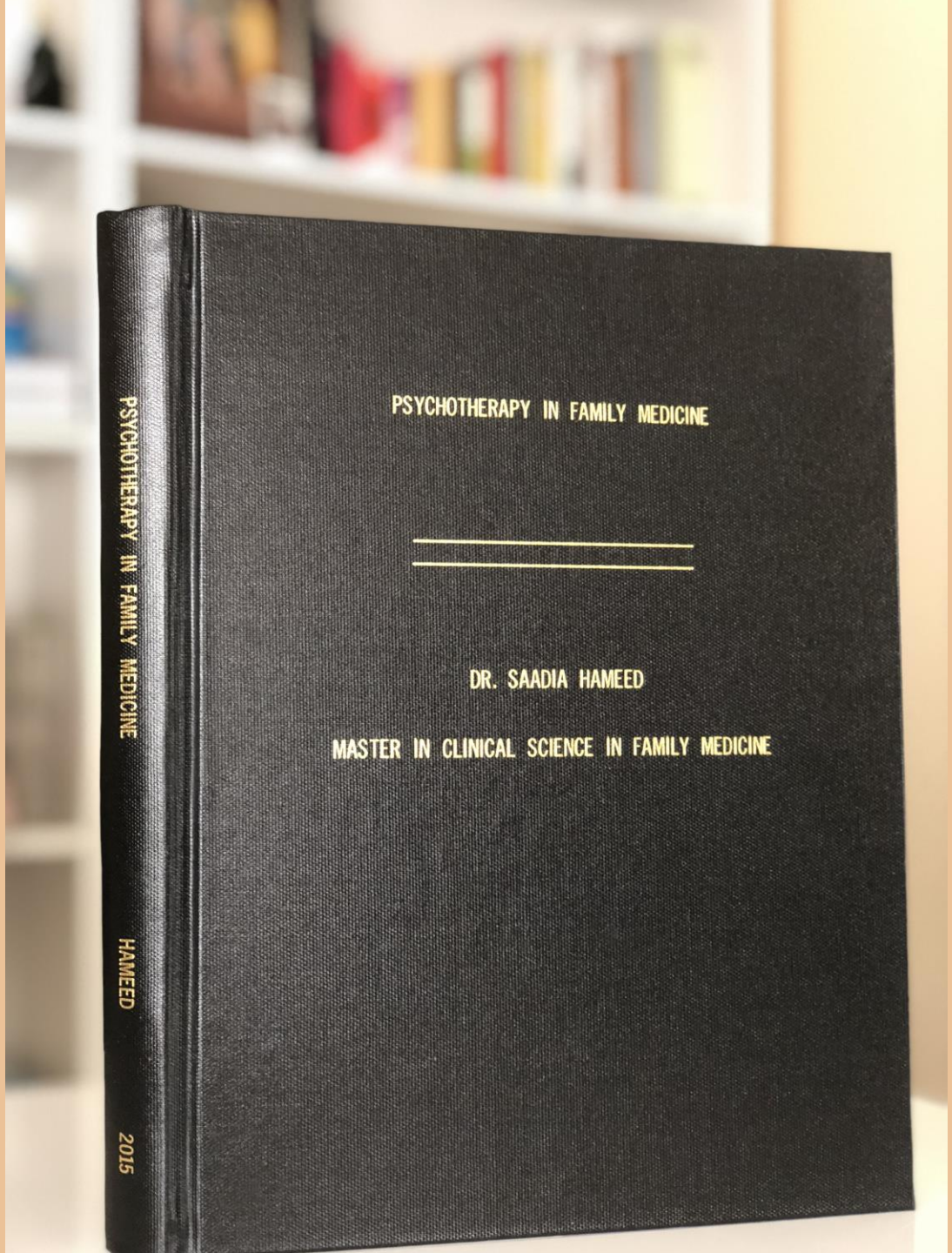
KEEP
CALM
AND
FINISH YOUR
THESIS


PSYCHOTHERAPY IN FAMILY MEDICINE
DR. SAADIA HAMEED
MASTER IN CLINICAL SCIENCE IN FAMILY MEDICINE
PSYCHOTHERAPY IN FAMILY MEDICINE
HAMEED
2015

Reasons for choosing psychotherapy as a topic…

- Most of the my colleagues could not define psychotherapy. They thought they practiced it but were not sure how….
- The Psychotherapy Act 2007 was introduced to regulate the practice of psychotherapy in Ontario and I wanted to understand what that would mean for family physicians…
- Personal improvement in psychotherapy in particular and mental health in general…

Research Questions

1. What kind of psychotherapeutic services are family physicians offering their patients?
2. What are the national and provincial mental health and addictions policies on the practice of psychotherapy in primary care?

Two complimentary studies

1-Qualitative Descriptive Study
(FP interviewed)

2-Analysis of Ontario's Mental Health policy documents within the context of Psychotherapy.

Family Medicine Academic Half Day:Rural emergen...

113 1

16 1

10 months ago

05-03-2017 Mental Health and Therapy - Family M...

88 1

11 months ago

Canadian Longitu

14 1

Outcomes Of My Research

1. Learning and Impact
2. Clinical
3. Education
4. Research & Collaboration
5. Personal growth

Greenland
Iceland
Finland
Sweden
Norway
Russia
United Kingdom
28
19
Poland
Germany
Ukraine
Kazakhstan
Mongolia
France
Italy
Spain
Turkey
10
2
5
China
Japan
South Korea
1
Afghanistan
Iraq
Iran
Pakistan
Algeria
Libya
Egypt
48
India
Thailand
10
12
Mali
Niger
Sudan
Chad
14
Ethiopia
Kenya
DRC
Tanzania
Angola
Namibia
3
Botswana
Madagasca
1
South Africa
Indonesia
3
Papua New Guinea
Australia
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New Zealand
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Canada
66
8
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17
United States
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Mex
23
North Atlantic Ocean
Venezuela
Colombia
2
Brazil
2
Peru
Bolivia
Chile
5
Argentina
South Pacific Ocean
South Atlantic Ocean
Indian Ocean

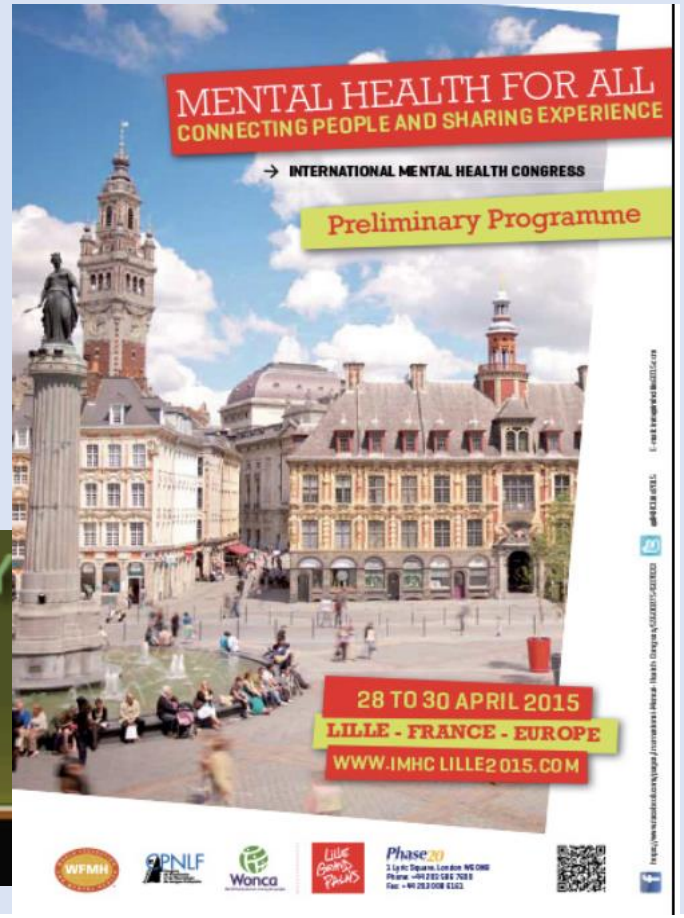
North American Primary Care Research Group

CFP·MFC
CANADIAN FAMILY PHYSICIAN • LE MÉDECIN DE FAMILLE CANADIEN
The official journal of the College of Family Physicians of Canada

FMF
Family Medicine Forum
Forum en médecine familiale

- Readership report at Western
- Dissemination

Western
UNIVERSITY · CANADA



PRIMARY HEALTH CARE RESEARCH DAY
TRILLIUM 2018
Wednesday, June 6, 2018

Schulich
MEDICINE & DENTISTRY

Canadian Collaborative Mental Health Care Conference

2-Clinical

- Appreciation of the mental health spectrum
- Addictions (Methadone/Suboxone)
- Dementia (PBSD)
- Trauma (Sexual Assault)
- Practice (use of validation tools in practice and EMR)
- Motivational interviewing

Behavioural Medicine

ADD CONTENT + | MORE TOOLS | REO

The Behavioural Medicir
Medicine block time. Th

- Interviewing, commu
- Counseling and psyc
- Normal psychologic
- The key determinant
- Dealing with difficult
- Questions and Answ

The curriculum has beer
Wednesday session. To

Module 1: Interv
Module 2: Chro
Module 3: Mood

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e-Residency
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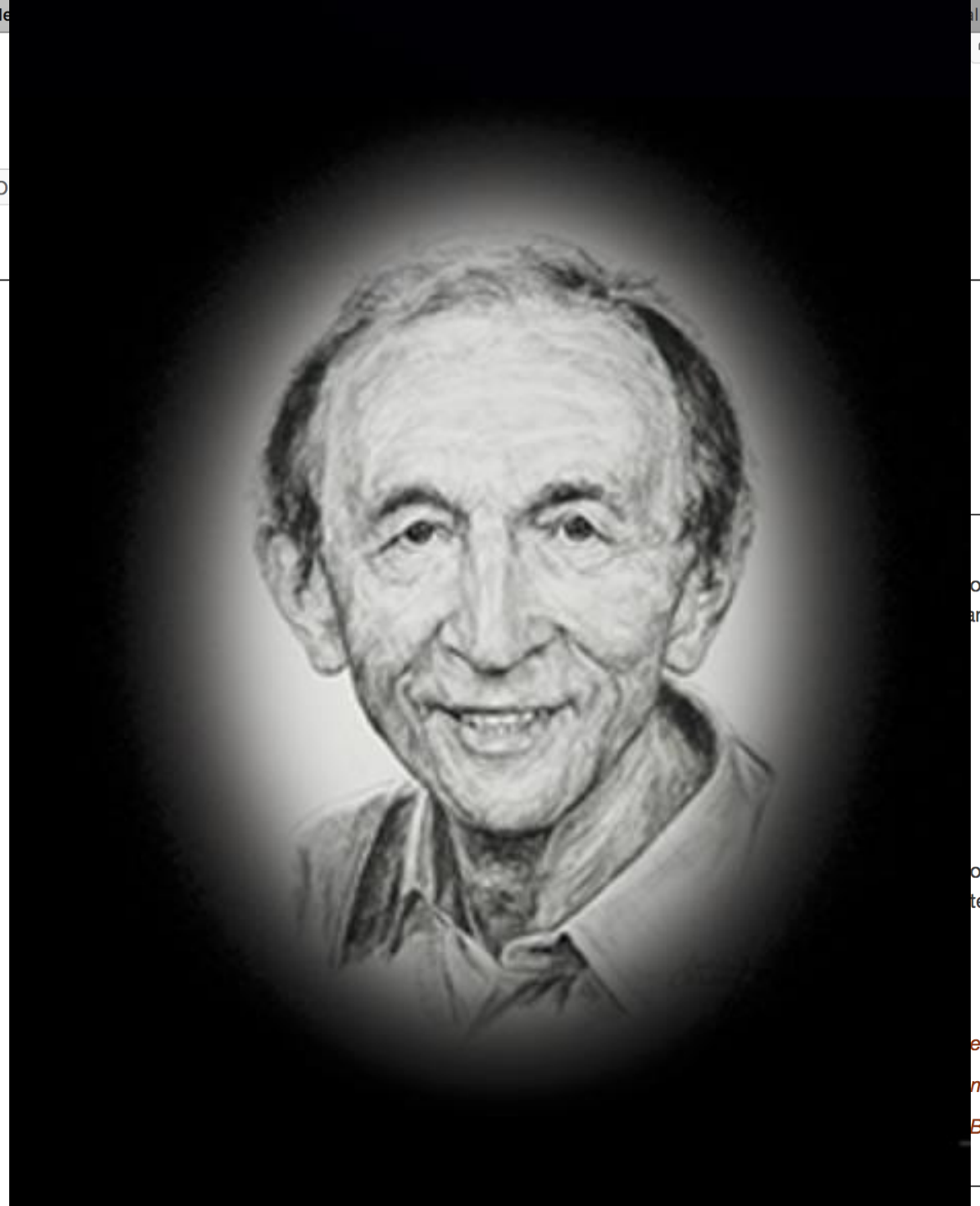

ons as well as small group sessions. Residents will participate in the s
amily Medical Centres on certain Wednesday mornings. The small grou

o each session. These modules provide context for the small group dis
tern Postgraduate Program > Behavioural Medicine > Complete modu

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min,Beh Med 1,Beh Med 2,Beh Med 3,Beh Med Hanover 1]

Beh Med Hanover 1]

4-Research/Collaborations

- Establishment of the “Collaborative Care Conference” as a joint venture between the departments of FM and Psychiatry.
- Research Collaborations within the Department and Externally
- Health policy, Family Health Teams, Change, Evaluation, Collaboration (seamless provision of services), Trauma etc.

5-Personal

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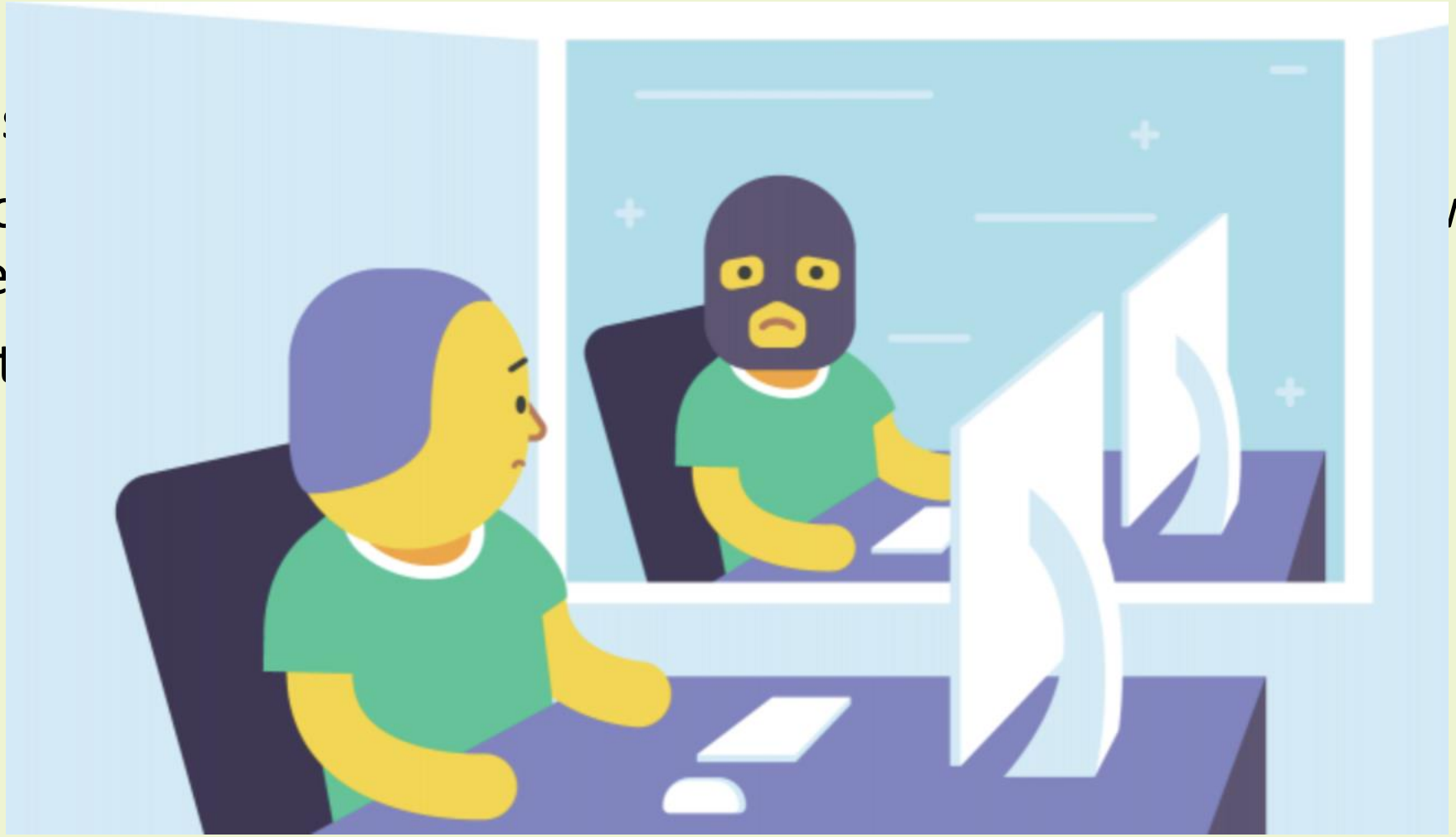
- Facilit

with



“WHEN YOU WANT SOMETHING,
ALL THE UNIVERSE
CONSPIRES IN HELPING
YOU TO
ACHIEVE IT.”
- PAULO COELHO -

Question 2

- **Think about a time when you were excited about or impressed by research (your own or otherwise).**

- **What was the research and what excited you about it?**

Take 3 minutes to think and write down the answer in a short paragraph.

What's Your Story?

what we said

Bazaar

- Push useful knowledge (curation)
- Knowledge sharing (research in the dept.)
- Dissemination and highlighting work done in the department (multi media)
- Collaboration and networking
- Brainstorming sessions for good QI projects
- Use of social media and technology (dissemination and tracking impact)
- Reactive Research/currency

Cathedral

- Clearer expectations from department around research
- Mentorship (methodology)
- Need for research assistance and even outreach (research support team)
- Two types of research (small scale and large scale)
- Support (financial and protected time)
- PBRN
- Practice plan (incentivize research)

Question 2

- **If you had no time or financial restraints: what type of research would you like to do?**
- **Write down a possible research question or a research network that you would consider joining/creating.**

You have 2 minutes to write down your response

Love
Peace
&
Happiness
THANK
YOU