DEPARTMENT OF ONCOLOGY STRATEGY MAP: 2017 - 2022

Schulich MEDICINE & DENTISTRY

Western

Thus, achieving our VISION.

OUR VISION

Where exceptional cancer care, research and education unite to improve the future for cancer patients.

And, meet the needs of the PEOPLE we serve,

INTEGRATED. INNOVATIVE. IMPACTFUL.

Strategic Stakeholder Outcomes

1. The quality of life and survival of our patients improve as a result of our integrated mission of clinical care, education and research.
2. We produce and translate innovative research in focused areas along the spectrum from discovery to clinical practice.
3. Our research is widely disseminated, recognized as impactful, and adopted internationally.
4. Our trainees are part of an integrated learning community that provides them with the competencies and skills they need to be future Oncology leaders.
5. Our faculty and staff are lifelong learners who incorporate new knowledge to advance care, education and research.
6. Our patients receive timely access to advanced treatments, care and technologies.
7. Our patients experience personalized, seamless and consistent continuity of care from our faculty, trainees and staff; and their voices and needs drive the integrated care we provide.
8. We are recognized internally and externally for our achievements in cancer care, research and education.

So we can operate with EFFECTIVENESS & EXCELLENCE,

STRATEGIES OF EXCELLENCE – What must the Department of Oncology EXCEL at to achieve our Strategic Outcomes?

INTEGRATED, INNOVATIVE AND IMPACTFUL CLINICAL CARE

We must excel at:

- Partnering with patients to deliver compassionate, personalized and supportive care responsive to the patient's physiological and psycho-social needs
- Optimizing the use of evidence-based care paths, performance standards and patient experience metrics
- Actively working with community providers to effectively coordinate optimal patient care closer to home
- Enabling multi-disciplinary team-based communication, collaboration and decision making

INTEGRATED, INNOVATIVE AND IMPACTFUL EDUCATION

We must excel at:

- Mentoring, supervising, evaluating and supporting trainees and helping them transition to successful careers
- Delivering high quality and integrated training programs
- Recognizing and celebrating educational contributions, innovation and achievements
- Supporting and enabling our faculty to be exceptional educators and life-long learners who incorporate new knowledge into their clinical care, education and research

INTEGRATED, INNOVATIVE AND IMPACTFUL RESEARCH

We must excel at:

- Aligning research efforts and building inter-disciplinary, collaborative research teams around clinical problems and questions of importance
- Maximizing access to and participation in clinical trials for cancer patients at LRCP, LHSC and in our region
- Implementing policies and measures that foster, incentivize and protect investments in research and innovation
- Sharing and celebrating research outcomes and successes with the scientific community and the public at large

And, build a STRONG & PREPARED DEPARTMENT OF ONCOLOGY TEAM,

DEPARTMENT OF ONCOLOGY CAPACITY – What capacity do we need to enable excellence?

INNOVATIVE, INTEGRATED AND ACCOUNTABLE CULTURE

We must:

- Strengthen bridges between clinical care and basic science to enable shared learning and capacity building
- Support individuals at all levels to lead and champion an integrated and patient-inspired focus on cancer research, education and clinical care
- Nurture a culture of accountability where everyone contributes to our academic mission

PASSIONATE AND PURPOSEFUL PEOPLE

We must:

- Attract, motivate, and mobilize the best talent
- Provide relevant and personalized skill and professional development to trainees, faculty and staff
- Foster resiliency and a healthy work/life balance for all faculty, trainees and staff
- Provide dedicated administrative staffing and support for the most critical research, education and clinical care processes
- Recognize and celebrate integrated, innovative and impactful contributions and accomplishments

ROBUST INFRASTRUCTURE

We must:

- Stay at the forefront of technological advances for clinical care, education and research
- Leverage the power of social media, digital communication and other collaborative information technologies
- Create physical and virtual spaces across the department that enable collaboration, learning and best practices
- Bolster our research infrastructure to provide state-of-the-art facilities, data sharing platforms, equipment and tools

We use our RESOURCES wisely,

DEPARTMENT OF ONCOLOGY SUSTAINABILITY – How will we sustain and support the Department of Oncology?

EFFECTIVE RESOURCE UTILIZATION

We must:

- Use our resources strategically, allocating them to focused priorities where we can lead, innovate and have impact
- Ensure a stable and sustainable financial structure to support our integrated mission of cancer care, research and education
- Ensure faculty have the necessary time and the critical resources to achieve the academic mission and respond to changing needs
- Understand how we are funded and resourced and leverage this knowledge in setting our academic goals

CONTINUOUS QUALITY IMPROVEMENT

We must:

- Track, measure and analyze all aspects of our academic mission including research, education and patient metrics
- Leverage performance data to continuously improve our processes, productivity and results
- Monitor, anticipate and respond to emerging opportunities and challenges in the cancer field

TARGETED ADVOCACY

We must:

- Partner effectively for mutual benefits
- Promote and provide evidence of Department of Oncology's impact and value to our stakeholders as well as our scientific and clinical communities
- Advocate for and gain philanthropic and donor support to enable our academic mission

Guided by our VALUES,

OUR GUIDING VALUES

Respect **Trust** **Collaboration** **Innovation** **Lifelong Learning**