

CanMEDS 2015 Physician Competency Framework Jason R Frank 2015-10-16 CanMEDS is an educational framework identifying and describing seven Roles that lead to optimal physician performance, care delivery and health care outcomes: Medical Expert (central Role), Communicator, Collaborator, Leader (formerly Manager), Health Advocate, Scholar and Professional. The overarching goal of CanMEDS is to improve patient care. The CanMEDS model has been adopted in Canada and internationally, both in and outside the health professions, making it the most recognized and widely applied health profession competency framework in the world. In Canada, the framework is used by residents in all medical specialties as part of their postgraduate training, and it provides the foundation for the exam and accreditation processes. Since its adoption, the CanMEDS Framework has been updated twice; most recently in 2015. The CanMEDS 2015 Framework has been endorsed by 12 Canadian medical organizations who will work to adapt and integrate CanMEDS for their specific context. What areas has the Framework changed from the previous version (2005)? The addition of complementary milestones is arguably the largest change between the 2005 and 2015 versions of the CanMEDS 2015 Framework. The milestones will be available in an online companion document, the CanMEDS Milestones Guide, and unlike the Framework they will undergo continual revision as educators modify the milestones for their specific specialty. New themes have been introduced, such as patient safety, quality improvement, handovers, and eHealth. A renewed emphasis on the overall coherence of the framework and on its practical application. Role descriptions and definitions are expressed in simpler, more direct language. Overlapping areas between Roles have been minimized. Competencies and milestones describe the abilities to be demonstrated in practice, as distinct from the information or content related to aspects of a Role."

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Human Resource Management (2 Vols.) H.L. Kaila 2005 This book is a rich and comprehensive review of literature of more than 300 books and journals in the field of Human Resource Management. This bibliographic survey presents almost all topics and concepts pertaining to the practice of human resource management in organizations along with latest researches and case studies for the benefit of students and readers interested in HRM. Due to the vastness of subject, the book is split into three volumes. Volume One includes definitions of human resource management, human resource planning, recruitment, motivation at workplace, training in organizations, job satisfaction and quality of working life, employee counseling, managing and coping with stress, depression among executives, personnel records, reports and audit, balancing work and life issues and organization development, change management, total quality management, organizational behaviour emerging reality for workplace revolution, organizational survey research, dimensions of data collection and management by objectives, employee satisfaction survey. Volume Two presents emotional intelligence, stress and health related consequences, stress and social resources, problem behaviors at work, performance management system, offers assessment centers, psychological tests, organizational tests, performance

appraisal format, six sigma, a case study on recruitment at CRY, a case study on recruitment and training procedure at Kinetic Motor Company, a case study on training at Rallis India and Tata Chemicals Ltd., a case study on trainer evaluation, a case study of an assessment centre at Eserve International, a case study of measuring effectiveness of soft skills training at Cap Gemini Ernst and Young, a case study on Reliance Group, a case study on mentoring programme for workmen at Asian Paints.

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