

Invitation to the FEHDD Workshop - Developing Dean's Competency Framework ADEE Meeting, Barcelona 2016

Becoming a Dean is a rewarding experience but it can also be a challenge; think of those challenges that faced you in the early days of your deanship. How did you deal with them, what helped you in terms of experience, skills and attributes to effectively manage these?

As we continue to support you in your leadership role as a Dean, we would like to invite you to contribute to the development of a set of core competencies, which define those qualities that make an excellent dean, not only to support the recruitment and development of future talent in this important role, but also to help you with your own, ongoing professional development. When we are together in Barcelona at this year's FEHDD event, Alex Selwood will be facilitating a workshop, where we will work together towards identifying and defining those core competencies that are necessary for a successful deanship. We will collate all our findings into an official FEHDD Document **"A Competency Framework - Dental Deans"** which will hopefully become a guideline document for the future.

For this to be a success, it is really important that you come prepared for the workshop, ready to share your thoughts and any existing work that you have done in this area. This invitation outlines what you need to do.

And if you are thinking ... "OK, sounds good, but what exactly is a competency?"

Here is what we mean in this context:

"Competencies can be defined as the behaviours, technical attributes, knowledge, skills and attitudes that individuals must have, or must acquire, to perform effectively at work in the context of their role."

The workshop will held in Barcelona, Spain on the 24th August 2016.

Registration: **8.30am**

Workshop: **9.00am – 4.00pm**

Venue: **Room 112 University Barcelona Campus de Bellvitge**

Dress Code: **Smart casual**

Pre-work:

- Please read the article attached by Townsend et al 2008: Leadership, governance and management in dental education - new societal challenges
- Please give some thought to the following questions, and record your answers so that you can fully participate and be part of the creation of the Dean's Competency Framework. We have given an example of each to give you an idea of what we mean.

① **What behaviours do you believe that a Dean should demonstrate, and how do they manifest?**

Example:

Communicates openly and Listens: Presents ideas effectively gauging the needs of the audience, actively listening and incorporating input from others

② **What skills do you believe are essential to master in the role of a Dean, and how do they manifest?**

Example:

Demonstrates financial acumen: Understands the meaning and implications of key financial indicators, manages overall financial performance and uses financial analysis to evaluate strategic options and opportunities.

③ **What key knowledge areas are pre-requisite to effective Deanship? How can that be demonstrated?**

Example:

Is familiar with current pedagogy and research: Actively harvests thought-leadership in dentistry and beyond, from multiple sources and uses to influence and inform a vision for teaching and research

④ **What are the desired attitudes we should see from a Dean? What do they look like?**

Example:

Challenging the status quo: Seeks to challenge improve existing practice across the faculty, leading positive change

We look forward to welcoming you in Barcelona on the 24th August 2016.

If you have any questions, please contact gailvernon@vsmhealthcare.com who will be delighted to assist.

About the Facilitator



Alex Selwood is an exceptional and passionate facilitator specialized in leadership, management skills training and business coaching. He has a proven track record of managing major development programs, from board level to graduate entry, across a wide variety of business sectors.

He has a unique, high energy and empathetic facilitation style. Alex truly believes in taking a group or an individual through a learning experience, and then seeing them behave differently to the benefit of themselves and their profession.

His leadership is combined with a pragmatic approach to implementing new skills and processes in the workplace.

Alex has previously facilitated leadership sessions with FEHDD members, the last being in Szeged, Hungary, in 2015.

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