

# CPD Value Proposition

## 1. The Human Capital: Lifelong Learning and Value creation

Lifelong Learning creates value. The intellectual capital of any organization can be categorized into 3 domains: a) Human, b) Relational and c) Organizational

Human Capital can be defined as: Skills & Knowledge, individuals acquire through investments in schooling, on-the-job training, and other types of experience that add value to the organization (Snell & Dean 1992)



## 2. The Leadership case for lifelong learning at the micro (patient outcomes), meso (organizational impact), and macro (community health) levels



Learning and knowledge facilitation is investing in human capital

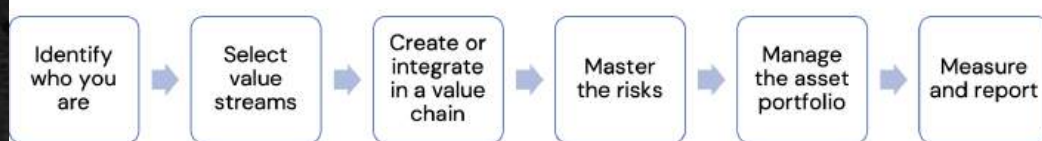
CPD has leaped from CME to meet the challenges of volatility, uncertainty, complexity, and ambiguity (VUCA) of our times (Todd Dorman)

Physician Leadership development leverages the increasing complexity of quality healthcare delivery and what is increasingly expected from them (McMahon)

Each CPD Unit/office, department, section, and Division should aim at creating value, documenting, and measuring results. The team should identify Strengths, Challenges, opportunities, and threats Should build value chain(s), people, and processes involved to create value

### Key Steps for Creating Value

1. Engage clinicians with institutional priorities
2. Use education to nurture functional teams
3. Use education to attend to clinician well-being



## 3. The Social Contract: Society and Health Care Professionals Accountability

Lifelong learning should be documented  
 Accountability Is Rooted in Fundamental Medical Ethics  
 Strategies to demonstrate Good CPD and keep professional Accountability:  
 Audits and portfolios



### Conclusion

- Healthcare professionals assuming Leadership in Lifelong Learning create value for Health Care systems
- By investing in Human Capital, organizations create value for healthcare systems
- An articulated network of CPD stakeholders is key to create value by lifelong learning
- Demonstrating lifelong learning by CPD progress maintains societal trust in Healthcare Professionals and sustains professional accountability

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