

Global Child Dental Fund
Harvard School of Dental Medicine
King's College London Dental Institute



Supported by Colgate Palmolive



The Senior Dental Leaders Programme (SDL-6)

A strategic leadership programme for the Alliance for a Cavity Free Future

SUNDAY 4TH - FRIDAY 9TH MARCH 2012, LONDON, ENGLAND



..... Stop Caries NOW for a Cavity-Free Future

Background

Global challenges demand global leaders. If we are to meet the challenges and realize the opportunities that the next decade will bring to global oral health then we will need leaders who are expert in the theory and practice of strategic leadership.

Senior dental leaders need chances to critically reflect on their roles now and in the future. Only then can they fully realize their capacity to create change.

Those in leadership positions or those who aspire to become effective dental public health leaders should not be left on their own to tackle the many challenges - guidance and support are necessary for them to succeed and keep up the momentum.

Our programme is designed to bring together, in a global network, individuals who wish to engage at a local, federal or global level in bringing about lasting positive change. Successful leaders will be available to share their insights and all will have a chance to reflect on the demands of leadership.

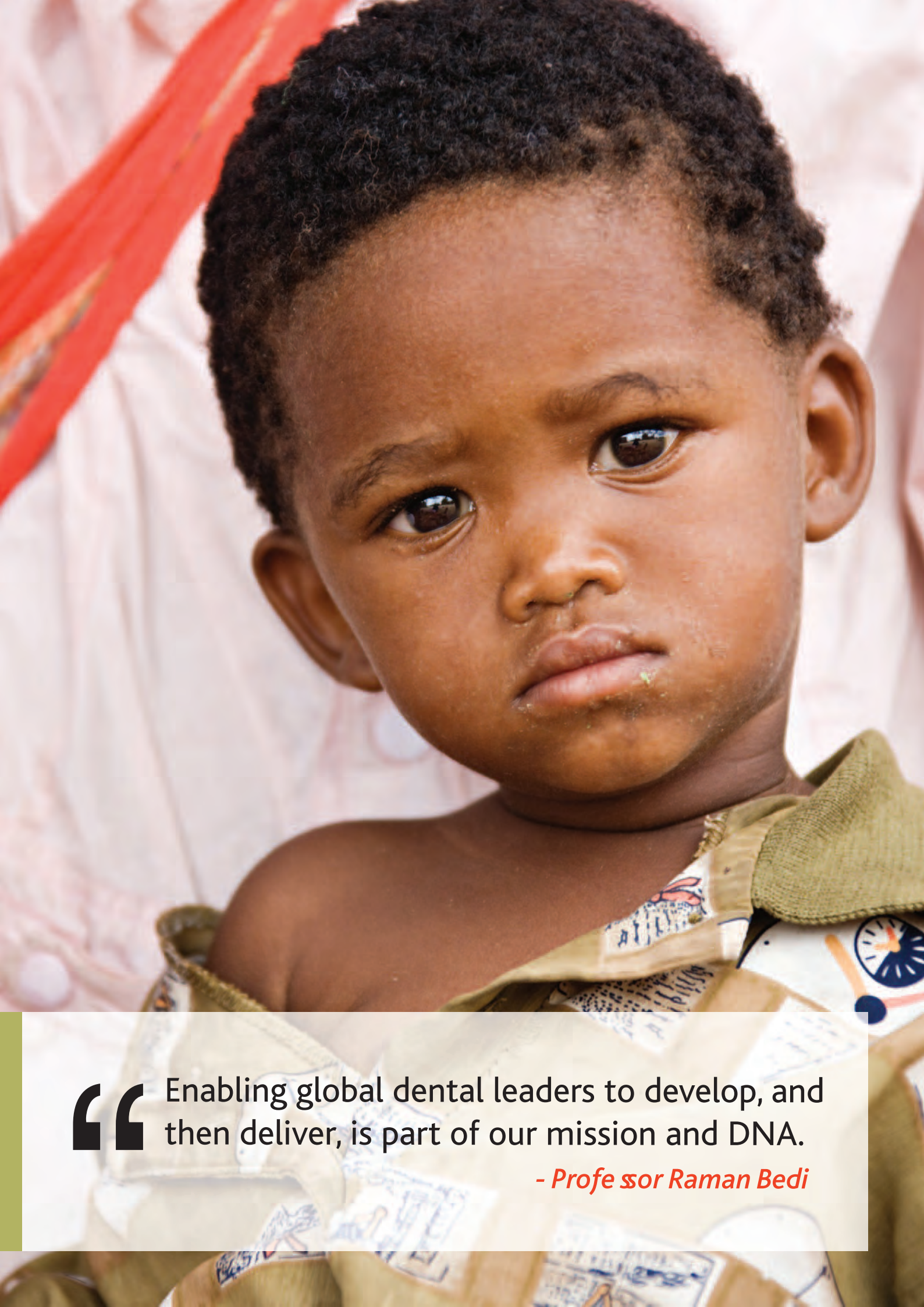
As Koh and Jacobson recently stated (J Public Health 2009, 31 (2) 199–201) “public health requires its leaders to stretch their minds and souls in almost unimaginable ways. Public health has only recently begun to explore the potential of formal leadership education and training.”

Ultimately, the aim of the programme is to ensure that improvements in child oral health care are delivered.

The Global Child Dental Fund (GCDF) (www.gcdfund.com) is a charitable organisation, committed to supporting this initiative. The charity builds upon the King's College London's Global Child Dental Health Taskforce project established in 2006 and whose mission is supported by the World Health Organization. GCDF along with Harvard School of Dental Medicine (HSDM) and KCL, recognises effective leadership in dentistry as being the key to achieving its overall mission of improving child dental health for all children, and especially for those underserved.

The Senior Dental Leaders programme in 2012 (SDL-6) will focus on members involved in the Alliance for a Cavity-Free Future (www.allianceforacavityfreefuture.org)

Following the popularity of the first five years we are now seeking nominations for a sixth cohort of participants for the next programme taking place in March 2012. The 2012 programme will be held in London (England).



Enabling global dental leaders to develop, and then deliver, is part of our mission and DNA.

- Professor Raman Bedi

Programme aims and benefits

The programme's core aim is to equip senior leaders with the skills they need to drive forward action to a cavity free world.

The programme is aimed at key individuals who wish to develop strategic leadership and management skills to advance this agenda in their own countries and contexts. It is creating an international network of leaders that facilitates collaboration, exchanges of knowledge, and mutual support.

The programme works as a catalyst for sustainable change by equipping local leaders to solve the challenges faced by their own countries and regions. Individuals, countries, and the international dental community as a whole all benefit from the programme.

Benefits to individuals

- Provision of knowledge and resources which will enhance the participants high level leadership capabilities
- Access to the experience of senior level policy, health and higher education professionals with substantial experience of delivering strategic change.
- The opportunity to build long lasting networks with colleagues facing similar challenges

Benefits at a country level

- If countries are to achieve the ambitious target of eliminating dental cavities in their child population within a generation, then we will need major system changes in the way dental services are provided and funded.

This programme will support the senior dental leaders who will be needed to deliver these changes. They will be called to work with a number of stakeholders and operate at a demanding pace. They will need to deploy excellent leadership and management skills to survive the ongoing pressures and challenges they will be faced with. This course will help them to do so by providing them with access to a strong evidence base and a global network, delivering leadership support, skills and techniques.

Benefits for the international dental community

- Building the ability of strategic leaders to deal with the global challenges facing the dental world.
- The development of a cadre of leaders will shape the future direction of oral health agendas on a national and international level, driving forward progressive agendas to irradiate preventable dental disease.



SDL-5 was a brilliant learning experience – the course was infused with energy and optimism as each of the delegates shared their ideas about a holistic vision for the future of global oral health.

Susan Mitchell, Harvard School of Dental Medicine



Who should attend?

To be considered for participation in the programme, prospective candidates should:

- Be part of The Alliance for a Cavity-Free Future
- Have experience and a proven track record of operating successfully in a senior policy or other leadership role
- Have the support of their Ministries of Health, Dental Association, Academic Institution or other employer

Preference will be given to those who are already in or who are about to take up a senior leadership position. Previous cohorts have included representatives from a

wide range of countries including China, India, Tanzania, Malaysia, Saudi Arabia, Australia, Mexico, South Africa, Brazil, the USA and the UK. The professional and cultural diversity of previous cohorts has significantly enhanced the programme. It is intended that the next cohort will also be drawn from a wide range of backgrounds and cultures.

The working language of all the sessions will be English, in which participants are expected to be proficient to at least TEFOL level 5. A pre-workshop questionnaire will be used to gather relevant background information about the participants.

Outcomes

The programme will develop and enhance key strategic leadership competencies. It will also allow individuals to network with an international group of leaders working towards the same objectives.

On completion of the programme, participants will have:

- Honed their skill-sets for the most senior roles in dental policy making.
- Gained insights into the global context for oral health and identified issues facing senior leaders in dentistry.
- Examined the process of formulating and implementing national and international strategies and used 'scenario thinking' to consider possible futures for oral health.
- Gained insights into the theory and practice of strategic leadership, disruptive innovation and change management.
- Benefitted from time for self reflection on the current and future role of senior dental leaders and the strategic leadership capabilities required for the future.
- Enjoyed access to an influential network of colleagues and contacts.

Course Directors

The course will be directed by Professor Raman Bedi (King's College London's Dental Institute and Chairman of the Global Child Dental Fund) and Dr. R. Bruce Donoff (Dean of the Harvard School of Dental Medicine.

Professor Bedi was Chief Dental Officer for England from 2002 to 2005. During that time he led a major reform of dental regulation and of the provision of dental services. He also led the process facilitating easier water fluoridation in England. He was a Founding Board member of the Leadership Foundation for Higher Education, is a trustee of the Children's Society, and is the chairman of the Global Child Dental Fund.

Dr. R. Bruce Donoff is Dean of the Harvard School of Dental Medicine and Walter C. Guralnick Distinguished Professor of Oral and Maxillofacial Surgery (OMFS). Dr. Donoff's career has centered on Harvard's Faculty of Medicine and the Massachusetts General Hospital's Department of OMFS. He has made major research contributions in OMFS with interests in wound healing, bone graft survival, sensory nerve repair and oral cancer. He is President of the Friends of the National Institute of Dental and Craniofacial Research and, serves on the Editorial Board of the Journal of Oral and Maxillofacial Surgery. Dr. Donoff is also a fellow of the American

Association for the Advancement of Science. He has received numerous honors, including the American Association of Oral and Maxillofacial Surgeons Research Recognition Award and the William J. Gies Foundation Award for Oral Maxillofacial Surgery.

The event will be facilitated by Dr Tom Kennie. Tom is a leadership development specialist who has experience of designing and running similar programmes in related sectors. Tom has, for example, been for 10 years Programme Director of the national Top Management Programme for senior leaders in higher education in the UK. He has also been involved in the SDL programme since its inception.

In addition to the 'core team' the programme will also involve contributions from other internationally recognised speakers including:

- Nigel Pitts, Chairman, Alliance for a Cavity Free Future
- Marsha Butler, Vice President, Global Oral Care - Colgate-Palmolive
- Nairn Wilson, Dean, King's College London's Dental Institute Dental Fund



Programme timing and costs

The programme will take place in March 2012. An outline framework for the intensive 5 day core workshops can be found in Appendix A. The current time plan for the marketing, selection of participants and detailed preparation of the event is as follows:

Month Actions

30th December 2011

- Deadline for receipt of nominations and completion of pre-programme questionnaire.

31st January 2012

- Confirmation of places and distribution of joining instructions.

Cost

The cost of the course will be USD \$10,000. The cost will include all course fees, materials as well as hotel accommodations and subsistence from Sunday 4th until Friday 9th March. Any early arrival or extension to delegate stays, outside the programme dates, will not be covered and each delegate will have to book this separately.

Travel within London as part of the programme will be met from the course fees but participants will be expected to fund travel to/from their respective countries to London and any airport/rail transfers on the start and end dates.

There are a number of sponsored places for the programme and inquiries should be sent to Professor Bedi.

Conclusion

This is a unique programme which offers participants the chance to consolidate and expand their advanced leadership skills, and to develop new methods to improve the quality of policy making on return to their home location. Over time, it is building a global network of senior leaders who are shaping the future of oral health care around the world.

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- To gain insights into the global context for oral health and to identify issues facing senior academic leaders in dentistry.
- To examine the process of formulating and implementing national and international strategies to respond to the challenges and to use 'scenario thinking' as a tool to consider possible futures for oral health.
- To gain insights into the theory and practice of strategic leadership and change management.
- To provide time for self reflection on the current and future role of senior dental officials and the strategic leadership capabilities required for the future.



Sunday 4th March

Delegates arrive on Sunday 4th March, 2012

Welcome and Orientation

- 19:00** Welcome to the Programme
*Professors Raman Bedi and Bruce Donoff,
Programme Directors*
- 19:15** Drinks and Networking
- 19:45** Dinner



global child dental fund

About the Global Child Dental Fund

The Global Child Dental Fund is an independent charitable oral health task force founded in June 2007 by Kings College London and comprised of dental professionals from around the world. We are dedicated to working to significantly improve the dental health of children worldwide through the elimination of dental cavities in children. The focus of the charity is to develop strategic leadership and work with the most disadvantaged children.

We strive to continually enhance partnerships, develop leadership skills and provide resources for relief and oral care demonstration because we believe that local leaders working on a local agenda can bring about the necessary sustainable changes in oral health for children.

GCDF Board Members include:

Prof. Raman Bedi, DDS, Chair
Dr Marion Bergman, Trustee
Dr Tony Volpe, Trustee
Richard Price, Trustee

The Tony Volpe Award

The GCDF is supporting this exciting award available to 2 individuals to attend the SDL-6 programme. Registration and travel costs will be met by the awards. Please see **website www.gcdfund.org** for details on eligibility and how to apply.

Monday 5th March

The Global Context and the Leadership of Strategy

- 08:00** Breakfast
- 09:00** Welcome
Dr Tom Kennie, Programme Facilitator
- The Global Context for Child Oral Health
Professor Raman Bedi & Professor Bruce Donoff
- 09:10** Introduction to the Day, Personal Introductions & Overview of the SDL-6 Programme
Dr Tom Kennie, Programme Facilitator
- The Global Context for Dental Caries – Examples of Demonstration Projects
Professor Raman Bedi
- The Leadership of Strategy
Dr Tom Kennie, Programme Facilitator
- 11:00** Break
- 11:15** The Leadership of Team Strategy
Dr Tom Kennie, Programme Facilitator
- Facilitated Group Discussion
- 13:00** Lunch
- 14:00** Alliance Members: 'Making a Difference' through Leadership
Contributions from participants
- 15:45** Break
- 16:00** Free time
- 18:00** Keynote lecture
*Professor Nigel Pitts, Chairman,
Alliance for a Cavity Free Future*
- 19:30** Drinks Reception
- 20:00** Dinner

Tuesday 6th March

Scenario Planning and Public Health Leadership

- 08:00** Breakfast
- 09:00** Horizon Scanning, Scenario Thinking & Strategic Planning
Dr Tom Kennie, Programme Facilitator
- *Short, medium and long term drivers of change*
 - *The process of scenario planning*
- 10:30** Coffee Break
- 10:50** Scenario Planning - 2025
- *Potential longer term scenarios facing Dental Health and Dental Education*
 - *Case study application of scenario planning*
 - *Implications*
- 12:45** Lunch
- 14:00** Depart for King's College London
- 14:15** Leading Change in Dental Education
Professor Nairn Wilson, Dean, Kings College London Dental Institute
- 15:45** Break
- 16:00** Young Dental Leaders: Building Global Connections
- 17:00** Return to Hotel
- 18:45** Depart from Hotel
- 19:30** Dinner: The Athenaeum Club

Wednesday 7th March

The Leadership of Self, Teams and Organisations

- 08:00** Breakfast
- 09:00** Leaders, Leadership & Leading: Interests and Needs
Dr Tom Kennie, Programme Facilitator and Professor Bruce Donoff, Harvard School of Dental Medicine
- *Leadership: Personal Experiences*
 - *Academic Leadership: Some Conceptual Frameworks*
- 11:00** Coffee Break
- 11:15** Team Leadership Preferences
- *Feedback of the self-insight questionnaire*
 - *Implications for oneself and for your senior team*
- 12:30** Lunch
- 13:30** Health Partnerships
Dr Jonathan Grant, President, RAND (Europe) (TBC)
- 15:30** Free Time
- 17:30** Depart from Hotel
- 18:00** Dinner
- 19:30** Social Event

Thursday 8th March

The Leadership of Change

- 08:00** Breakfast
- 09:00** Leading Strategic Change
Dr Tom Kennie, Programme Facilitator
- *Frameworks for Leading Change*
 - *Dealing with Resistance to Change*
 - *Principles of effective change management*
- 10:40** Break
- 11:00** Leading Partnerships and Effective Collaboration
- 12:30** Lunch
- 13:30** Welcome to the Colgate Palmolive Seminar
Dr Marsha Butler, Vice President
- 13:45** Themes to be agreed
- 15:45** Closing Remarks
Professor Bruce Donoff
- 19:00** Depart from Hotel
- 19:30** Gala Dinner

Friday 9th March

The Leadership of the Strategic Response

- 08:00** Breakfast
- 09:00** 'Making a Difference' –
Developing Your Strategy and Team
- Leading Change to Enhance Dental Health
- *Understanding the stakeholders and partners*
 - *Developing your strategic plan*
 - *Resolving your leadership challenges*
 - *Developing your team*
 - *Dealing with the implementation changes*
 - *Priorities for action*
 - *Developing your style of leadership*
 - *Dealing with conflict*
- Discussion
- 10:30** Coffee Break
- 11:00** Personal Action Planning: Next Steps and Reflections on the Programme
- 12:15** Closing Remarks
- 12:30** Lunch
- 14:00** Optional: Time for one-to-one or group discussions

Leading Change to a Cavity Free Future – Pre-workshop Request

In advance of attending the workshop participants are requested to submit details of an existing or emergent change project which directly or indirectly will make a difference to the Alliance for a Cavity Free Future and which you propose to explore with others during this programme. You are invited to consider the following issues:

1. Project definition. What are you trying to accomplish? What is the aim? Who will benefit from this project?
2. The most significant change challenge that you are facing? What are the barriers to implementation?
3. The key stakeholders who you need to influence in order to progress the project?
4. Your current thinking on how you will evaluate whether your project has 'made a difference'?

No more than 2 pages are required and the information provided will be treated confidentially.



Main Sponsor



We are grateful to Colgate-Palmolive for their support of this programme.

Colgate-Palmolive will fund a number of delegates. Preference will be given to countries participating in the GCDHT project.

Senior Dental Leaders

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