

Philippine Academy of Pediatric Pulmonologists Strategic Plan 2016-2017

Our Vision:

The PAPP is the premiere and internationally recognized specialty organization and acknowledged as an authority in the practice of pediatric pulmonary medicine in the country.

It takes the lead in the activities pertaining to pediatric pulmonology in the region. It is the prime mover in the initiation and implementation of health programs for the Filipino children at the national level. And, its members are the respected experts who are happy and fulfilled through their participation in the academy.

Our Mission:

The PAPP is the organization of pediatric chest physicians committed to:

- a) the generation, integration and dissemination of knowledge in pediatric pulmonary medicine;
- b) the maintenance of standard of excellence in pediatric pulmonary training and its practice in the country;
- c) the promotion of health among Filipino children;
- d) the promotion of the member's feeling of identity and pride with the organization through the unity and camaraderie of its members.

Our Critical Success Factors:

1. Linkages & Connections within the PAPP organization
2. Professional Development & Training
3. Social Advocacies & Community Involvement
4. Motivation & Engagement of Members

Our Goals:

1. Harness the power of the internet and enhance digital and technological capabilities to strengthen linkages and connections, communicate effectively, and, build online repository of knowledge and resources.
2. Commit to continuously support training and continuing professional development of members;
3. Increase partnership and cooperation with community through advocacies and community engagement;
4. Deepen relationships among highly motivated and engaged members to build effectiveness and capacity for collective action

Goal 1: Harness the power of the internet and enhance digital and technological capabilities to strengthen linkages & connections, communicate effectively, and, build online repository of knowledge and resources

PAPP is uniquely positioned to play a role as a leader in its area of expertise by providing thought leadership, resources and tools and drive meaningful conversations and discussion in the field of pediatric pulmonology. It will intentionally foster connections between members both geographic, within and between interest areas. Members have a great deal to gain in information sharing and working together on issues of common interest.

Strategies:

1. Create practical online tools and applications to increase the capacity of the organization to deliver effective information dissemination and other services for members
2. Utilize digital and social media as platform for online training and professional development
3. Build online registry and repository of documents and resources to enhance shared services

4. Establish and leverage collaborative online channels for members to contribute and exchange information and evaluate ideas and resources

Activities:

1. Build PAPP Virtual Library
 - a. Virtual Library must be able to house the following:
 - i. PAPP Journals
 - ii. Clinical Practice Guidelines
 - iii. Policy Statements
 - iv. Research Works
 - v. Case Reports
 - vi. Registry of Diseases
 - vii. Epidemiology of pediatric pulmonary diseases
 - b. Engage 3rd party service provider to define extent of the project and go online by end of December 2016
 - c. Hire manpower complement as administrator for the project.
2. Standardize format of registry of diseases across the 7 centers and generate monthly reports
3. Explore and utilize digital and social media for scientific teleconferences, webinars, web conferences and inter-hospital conferences
4. Update website to include member directory as well as committee members

Goal 2: Commit to continuously support training and continuing professional development of its members.

PAPP will play a critical role in providing a framework, information and resources, education and support so that its members can fully realize their power to affect change. PAPP needs to work effectively in ensuring that it understands and acts in the best interests of its members. With this in mind, PAPP will actively work to promote opportunities for education, training and continuing professional development of its members.

Strategies:

1. Build competencies of trainers and those involved in the training and development of trainees and staff
2. Expand the number of members and strengthen their role in building expertise
3. Facilitate opportunities for PAPP to organize inter-hospital/center engagements
4. Make tools and templates available for those involved in training to assess the impact of teaching and training opportunities.

Activities:

1. Explore scientific conventions on a regional level to complement PAPP Annual Conventions
2. Conduct Train the Trainers Workshop
3. Encourage Mentorship Programs to build next generation pulmonary specialists
4. Strengthen competencies in test construction
5. Develop Annual OSCE & OSOE
6. Strengthen training portfolios and in-service examinations
7. Establish regular monthly inter-hospital case presentations
8. More regional meets to complement annual conventions

Goal 3: Increase partnership and cooperation within the community with social advocacies and engagement programs

PAPP is rooted in deep and trusting relationships with the community it serves. It is strategically positioned to educate and mobilize individuals around the issues that matter to the community. To effectively do this, PAPP needs to build the skills and experience that will enable them to effectively engage with and adapt to effectively address the changing health needs of their communities.

Strategies:

1. Increase the capacity of PAPP to influence issues that impact their communities.
2. Increase commitment, skills and capacity as civically engaged leaders in their communities.
3. Provide education to community to increase awareness and improve their understanding of key health issues.

4. Strengthen connections and where appropriate promote policy changes that pertain to pulmonary health issues.

Activities:

1. Standing Committees to do one research work every two years
2. Continue implementation of community initiated projects while strengthening monitoring of project implementation
3. Task forces to formulate and/or update Clinical Practice Guidelines
4. Strengthen and build interest in the implementation of Disease Awareness Programs such as: No Smoking Day, World Asthma Day, Lung Month and World TB day
5. Establish regular monthly inter-hospital case presentations

Goal 4: Deepen relationships among highly motivated and engaged members to build effectiveness and capacity for collective action

Achievement of PAPP's goals hinges getting results through its members. PAPP as an organization must be able to build effective relationships, encourage commitment, and harness innovation in the workplace of its members. It must ensure that strong relationships are built on trust and sincere appreciation of the contribution of individual members

Strategies:

1. Increase engagement of members across the continuum of collective action as an organization.
2. Explore feasibility to expand benefits of members

Activities

1. Review benefits plan for members:
 - a. Health & Disability
 - b. Death
 - c. Disaster
 - d. Accident Insurance during PAPP Conventions
 - e. Free PAPP registration fees
 - f. Free accommodation for convention organizing committee
 - g. Funded research benefits for members
 - h. Personal loans
2. Regional Representation
 - a. Clustering (to be launched during the 25th anniversary celebration)

PAPP SWOT ANALYSIS

Strengths	Weaknesses
<ul style="list-style-type: none"> • 25 years of proud heritage and expertise 	<ul style="list-style-type: none"> • Misdistribution of members across regions
<ul style="list-style-type: none"> • Internationally affiliated & recognized 	<ul style="list-style-type: none"> • Poor connectivity and linkage among members
<ul style="list-style-type: none"> • Highly skilled and competent members 	<ul style="list-style-type: none"> • Slow adoption of technology & digital platforms
<ul style="list-style-type: none"> • Robust CPGs 	<ul style="list-style-type: none"> • Needs improvement in monitoring clinical outcomes across various PAPP centers
<ul style="list-style-type: none"> • Full complement of resources 	<ul style="list-style-type: none"> • Lacks registry and documentation
<ul style="list-style-type: none"> • Well-structured training programs 	<ul style="list-style-type: none"> • Low member engagement
<ul style="list-style-type: none"> • Most attended and organized annual conventions 	
<ul style="list-style-type: none"> • Robust research output 	
<ul style="list-style-type: none"> • Cohesive group 	
Opportunities	Threats
<ul style="list-style-type: none"> • Fast-paced advancement of technology 	<ul style="list-style-type: none"> • Government regulations and policies
<ul style="list-style-type: none"> • Vast possibilities in the Internet world 	<ul style="list-style-type: none"> • Rise of HMOs
<ul style="list-style-type: none"> • ASEAN Integration Initiatives 	<ul style="list-style-type: none"> • Uncertainties in the political sphere amid new leaders

TOWS STRATEGIC ALTERNATIVES MATRIX

	Opportunities	Threats
	Fast-paced advancement of technology	Government regulations and policies
	Vast possibilities in the Internet world	Rise of HMOs
	ASEAN Integration Initiatives	Uncertainties in the political sphere amid new leaders
Strengths	Strengths-Opportunities (SO) Strategies	Strengths-Threats (ST) Strategies
25 years of proud heritage and expertise	Build competencies of trainers and those committed to training and development of members & fellows	Increase capacity of PAPP to continue to positively influence health issues that impact community
Internationally affiliated & recognized	Facilitate opportunities to organize inter-hospital/center engagements	Strengthen connections and where appropriate promote policy changes that pertains to pulmonary health issues
Highly skilled and competent members	Create practical online tools and applications to increase organizational capability	Increase commitment, skills and capacity as civically engaged health leaders in the field of pediatric pulmonology
Robust CPGs	Build online registry and repository of documents & resources such as CPGs, training programs, convention outputs etc.	
Full complement of resources		
Well-structured training programs		
Most attended and organized annual conventions		
Weaknesses	Weaknesses-Opportunities (WO) Strategies	Weaknesses-Threats (WT) Strategies
Misdistribution of members across regions	Expand number of members particularly in provincial areas and strengthen their role in building expertise	Creatively engage regulations to lessen its impact on members
Poor connectivity and linkage among members	Establish & leverage collaborative online channels for members to contribute and share information & knowledge	Actively pursue understanding of regulations and its impact to the ways of working of members
Slow adoption of technology & digital platforms	Utilize digital & online platforms to advance training & professional development	
Needs improvement in monitoring clinical outcomes across various PAPP centers	Make tools and templates available to aid those involved in training to assess the impact of teaching opportunities	
Lacks registry and documentation	Increase engagement of members across the continuum of collective action	
Low member engagement	Explore to expand member benefits	