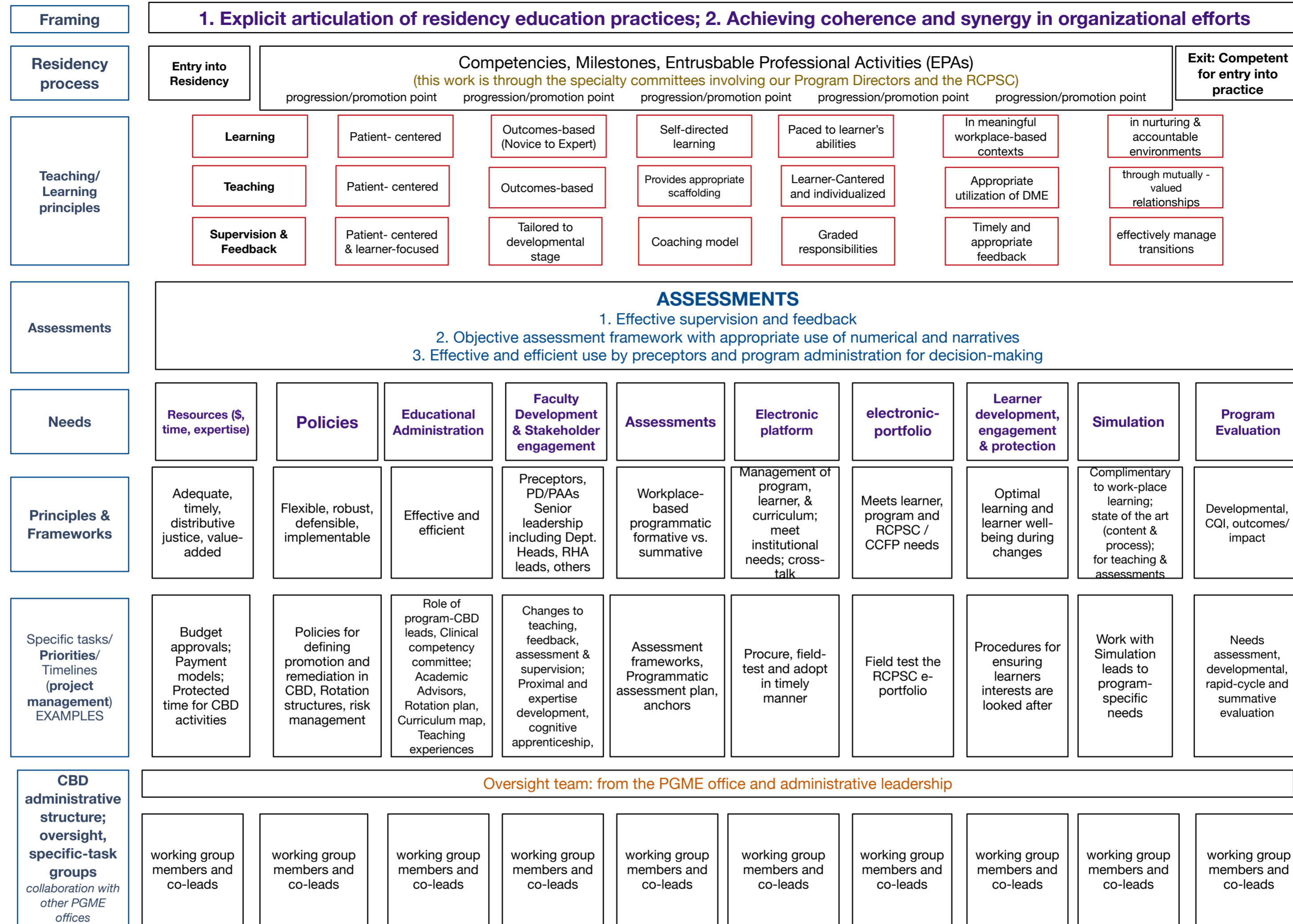


Competency By Design (CBD): Conceptual Framework for Implementation at the University of Saskatchewan Residency Programs

Leading and Managing Change: Adapted to organizational and program readiness
AIM: Organization-wide ownership
Frameworks: 1. Kotter's framework; 2. Complexity Science; 3. Appreciative Inquiry; 4. CQI
Operational Approach: Project management



Organizational communication:
 Timely
 Continuously answer: Why?
 Ensure a sense of calm, generate conversations, promote engagement and ownership

v5: May 05, 2016, with input from the CBD working group
 v6: May 23, 2016, with input from the CBD working group
 v7: August 15, 2016, with input from additional consultation
 Anurag Saxena