

LABCON2019 – Session Details

Friday, May 24, 0945-1100

P01: Gender Dysphoria, lab impact

Speaker(s):

John M. Dornan, MD, FRCP, MBA

Category

Chemistry, General Interest

Learning Outcomes

1. Understand gender dysphoria
2. Appreciate laboratory ramifications
3. Develop a respectful interaction with transgender community

Session Description

This presentation is relevant for today's lab med professionals because of a commitment to the maintenance of standards. From DI to lab test results, much of what is reported is compared to gender based ranges of normal. The emergence of gender dysphoria and non-binary populations challenges historic "normal" values.

Speaker Bio

Dr. John Dornan is the Horizon Health Network regional chief of staff. He has been a clinical endocrinologist for over 30 years. Dr. Dornan has worked with the transgender community for approximately 25 years.

LABCON2019 – Session Details

Friday, May 24, 1130-1230

M01: Laboratory medicine transformation - Big bang approach

Speaker(s):

Rich Bak, MLT

Category

Management, Automation

Learning Outcomes

1. Manage transformative change
2. Experience benefits of best-value RFP
3. Experience and manage multiple go-lives in a phased approach
4. Design and procure with front line staff at the center of everything
5. Understand full laboratory design using automation and specific design criteria

Session Description

London Health Sciences Centre's city-wide core lab equipment was approaching end of life. In 2016, a plan was formed to transform the portfolio of laboratory medicine with a big bang approach issuing a nine category best-value RFP in December of 2016. Over the next 22 months, pathology and laboratory medicine journeyed through vendor selection, clarification phases, contractual KPIs and a 28-phase renovation schedule while installing, implementing and going live with new automation, chemistry, immunochemistry, hematology, coagulation and middleware in London's multi-sites.

Speaker Bio

Rich Bak has 32 years of experience as an MLT at London Health Sciences Centre. He began his career in 1987 as a hematology/blood transfusion bench technologist at the University Hospital. He became a senior technologist in 2005 at Victoria Hospital, covering first generation automation and hematology. His first management role was in 2008 as a coordinator of the specialty biochemistry labs and moved to manager of quality in 2012. Richard has the opportunity to return to laboratory medicine as a manager in 2015.

LABCON2019 – Session Details

Friday, May 24, 1330-1430

M02: Stick with the turkey you know

Speaker(s):

Christine Bruce, MLT, MHA (c), BHA, CHRL

Category

Management

Learning Outcomes

1. Empower your talent
2. Create freedom through structure
3. Engage leaders for pennies
4. Build resilience while walking the talk

Session Description

This chat is the second in Christine's Poultry Leadership Series. Many of us get to manage other people, and if we're lucky, we'll get to lead the leaders. The engagement and development approach for leaders is a different dynamic. Leaders are never the best at the work they govern, and not every leader comes in a perfect package with every skill needed. The asks of our leaders change every day and skills need to be developed on the spot sometimes. This chat will informally discuss the approach taken to invest in the laboratory leadership team by creating a culture of empowerment with some structure and developing the leadership skill set in a fun, creative and inexpensive way.

Speaker Bio

As a multi-faceted senior leader in the Canadian medical laboratory and diagnostics services industry, Christine has spent her 20-year career primarily leading laboratory services delivery in both the private and public sector. Currently, she serves as the administrative director for pathology & laboratory medicine at the Grand River and St. Mary's General Hospitals in Kitchener. Christine has held varied positions in the key areas of new testing, business development, operations management, quality and integration of mergers and acquisitions, where she has demonstrated a special talent for divining creative solutions to improve and expand laboratory testing applications, while also championing innovation, high employee performance and client service. A MLT since 1997, Christine also holds a Bachelor of Health Administration and is a Lean Six Sigma Black Belt, Certified Human Resource Leader and Clinical Laboratory Quality Manager certification.

LABCON2019 – Session Details

Friday, May 24, 1445-1545

M03: Principles of preparing a budget

Speaker(s):

Yves Goudreau, MHSA

Category

Management

Learning Outcomes

1. Review the elements to consider when preparing a budget
2. Understand the factors that influence budgets
3. Understand why budget preparations fails
4. Let's review a case

Session Description

This hour session will give you the highlights of the elements you need to consider when preparing a budget for your laboratory department. What influences your budget and the pitfalls.

Speaker Bio

Yves has been involved in health care management for over 30 years. Currently, Yves is the Regional Director for Laboratory Services for the Vitalité Health Network. Yves is an adventurer as he has climbed to Base Camp Everest in 2014 and is currently set to climb Mt Kilimanjaro in August 2019. Yves also is a holder of private pilot license.

LABCON2019 – Session Details

Friday, May 24, 1600-1700

M04: Interviewing the interview process

Speaker(s):

Andrex Lee, MLT, BSc

Category

Management

Learning Outcomes

1. Build and streamline the interview process
2. Improve interview question writing
3. Review the role of HR in the hiring process
4. Ensure continuous quality improvement with talent selection

Session Description

The key objective of this session is to improve the efficacy of the interview process by overhauling methods of interview question writing. This is the key process of selecting the most qualified individual for vacancies but is often overlooked in favour of more tangible work. Selecting the appropriate candidate is a front-loaded task, but it will save years of performance management and learning plans. Key takeaways will include reviewing job descriptions, formatting interview questions, clarifying competency and utilizing the interview to select for the appropriate candidate.

Speaker Bio

Andrex Lee is the director of laboratory services at Women' College Hospital. He also holds a teaching position at Centennial College, an IQMH accreditation assessor role and has various volunteer roles at the CSMLS. He is certified with the WSIB and held a role as co-chair of JHSC for six years. His previous roles include laboratory manager and quality manager at the Michael Garron Hospital and Shared Hospital Laboratory in addition to team lead and technical specialist at St. Michael's Hospital. Andrex has been the key hiring manager for the laboratory over the last eight years.