



JINNAH SINDH MEDICAL UNIVERSITY

STUDY GUIDE	
PROGRAMS	MBBS & BDS
COURSE TITLE	Leadership, Ethics and Professionalism (LEaP)
ACADEMIC YEAR	2nd year BDS & MBBS in 2024 and onwards
CREDIT HOURS	3 (2 + 1)
INTRODUCTION	<p>This course helps the students learn about what professional behavior is expected of them and how they should make ethical decisions in their professional lives. This course also helps students not only understand the concept of leadership but also develop self-awareness about their Leadership style and how they can improve some aspects of it. The content of the Leadership component has been inspired from the NHS, UK document Medical Leadership Competency Framework 2010 developed by the Academy of Medical Royal Colleges, UK. This model was chosen since it is amongst the most widely used frameworks internationally and because it is simple and applicable to the Pakistani context as well. It is hoped that this would impact their academic output and career growth.</p>
RATIONALE	<p>This course has been made a part of the BDS & MBBS programs so that students become better practitioners by regularly incorporating the learned principles in their daily lives. It is expected that this would have a positive effect on the students' outlook towards patient management and their role in the healthcare system.</p>
OUTCOMES	By the end of the course, JSMU graduates students will be able to:

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	<ul style="list-style-type: none">• justify their decisions related to various professional situations based on ethical principles• demonstrate awareness of their own responsibilities and characteristics of Leadership• discuss clearly their responsibilities as a professional healthcare provider
COURSE OBJECTIVES	By the end of the course, JSMU graduates will be able to:
LEADERSHIP	<p>1 Leadership Theories & styles</p> <ul style="list-style-type: none">• Explains the common leadership theories & styles• Identifies leadership style in oneself and one other person• Discusses the advantages and challenges in using different leadership theories according to the situation <p>2 Leader vs Manager</p> <ul style="list-style-type: none">• Differentiate between leader and manager• Discuss factors affecting leadership <p>3 Self Awareness:, Self-efficacy, Emotional Intelligence and Attribution style</p> <ul style="list-style-type: none">• Define the terminologies• Differentiate between EQ & IQ• Identify one's own EQ score• Discuss the importance of developing EQ for professional and personal development• Develop a plan for improving ones EI• Discuss the importance of self-efficacy in professional success• Identify one's own locus of attribution as per theory by Bandura

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4 Time Management, Self Management & Personal Development

- Discuss strategies for managing time effectively
- Discuss strategies for improving one's own learning and professional productivity
- Identify personal strengths and weakness
- Develop strategies for enhancing productivity

5 Honesty and Integrity

- Differentiate between the two terminologies
- Discuss how and why honesty and integrity are important professionally
- Discuss challenges of demonstrating honesty and integrity

6 Building and maintaining professional relationships

- Identify importance of and barriers to the development of trust and dependability in professional relations
- Demonstrate active listening and empathy during discussions in small groups
- Communicate clearly, concisely and respectfully during discussions

7 Professional disagreement

- Demonstrate how to disagree with others in a professional manner

8 Working effectively in teams

- Define team
- Discuss the functions and advantages of working in teams, with special reference to healthcare

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	<ul style="list-style-type: none">• Discuss barriers to effective teamwork and its impact on healthcare delivery <p>9 Leadership in the Healthcare context</p> <ul style="list-style-type: none">• Define leadership in the healthcare context• Identify one's own leadership style and characteristics• Discuss characteristics of an effective leader <p>10 Role of doctor in different healthcare settings</p> <ul style="list-style-type: none">• Discuss the various roles of doctors in healthcare settings (primary, sec and tertiary)• Differentiate among the leadership roles a doctors plays as house officer, resident and consultant/ specialist
PROFESSIONALISM	<p>1. 1 Professionalism: basic concepts</p> <ul style="list-style-type: none">• Discuss the various definitions of professionalism• Identify the similarities and differences in the definitions• discuss the main components of professionalism <p>2. Significance of Professionalism</p> <ul style="list-style-type: none">• Describe the factors affecting professionalism• Discuss the significance of professionalism in healthcare delivery and patient outcome <p>3. Identifying professionalism</p> <ul style="list-style-type: none">• Discuss features of presence and absence of professional behavior in local context and its impact on work output• Identify ones attitude to professionalism by using suitable inventories (e.g. LAMPS, PAT) <p>4. Four I's model of unprofessional behavior among students</p> <ul style="list-style-type: none">• Discuss the model

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	<ul style="list-style-type: none"> • Classify common unprofessional student behaviors in the local context • Discuss strategies of dealing with unprofessional behaviors <p>5. Institutional Code of Conduct</p> <ul style="list-style-type: none"> • Describe the Code of Conduct • Explain the importance of code awareness and expectations <p>6. Violence, Harassment, Bullying and discrimination at the workplace</p> <ul style="list-style-type: none"> • Differentiate among these terms • Identify incidence of violence, harassment, bullying and discrimination at the workplace • Discuss measures to deal with & prevent such issues
BIOETHICS	<p>1 Introduction to Ethics, Bio-Ethics and Medical Ethics</p> <ul style="list-style-type: none"> • Differentiate among Ethics, Bio-ethics and Medical ethics • Define the duties of doctor as advised by the international code of medical ethics • Explain the principles of bio-ethics & medical ethics • Discuss the development of medical ethics in the perspective of the different ethical codes and declarations developed over time <p>2 Common Terminologies</p> <ul style="list-style-type: none"> • Define dilemma, diversity, tolerance and pluralism, integrity with strong moral compasses like Truth telling, honesty, and respect <p>3 Ethics by Beauchamp and Childress</p> <ul style="list-style-type: none"> • Differentiate among the 4 principles of Ethics • Justify ethical solutions based on these 4 principles <p>4 Justice and equity</p> <ul style="list-style-type: none"> • Differentiate among equity, equality and justice • Discuss examples of inequity, inequality and injustice in healthcare provision

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5 Privacy and confidentiality

- Differentiate between privacy and confidentiality
- Identify ethical issues related to privacy & confidentiality
- Identify issues when confidentiality may be breached

6 Informed Consent in Clinical Practice

- Define informed consent
- Describe the principles, types, process and criteria for informed consent
- List the criteria for giving valid consent by the patient
- Explain the rationale for taking informed consent
- Discuss the process of consent taking in special cases (pediatric, geriatric age groups, comatose patients etc.)
- Explain the role of consent in relation to medical examination
- Identify context in which informed consent may not be obtained

7 Medical Error and Negligence

- Differentiate among medical error, negligence and misconduct.
- Describe the methods to avoid them and how to defend against negligence.
- Describe the ethics of medical error reporting and disclosure.
- Describe whistle blowing in medical practice

8 Conflict of interest

- Define 'conflict of interest'
- Discuss situations of divided loyalty
- Discuss potential conflict of interest issues that may arise when dealing with pharmaceutical companies, government agencies or employees

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- Identify various situations that may potentially involve conflict of interest (pharma- physician relationship, prescriptions, procurements, medical certificates, research, etc.)

9 End-of-life Care

- Discuss the various ethical issues related to End-of-Life care and how they differ in various cultures
- Discuss how to make decisions about end-of-life care based on ethical principles and local cultural values

10 Ethical principles related to Abortion

- Discuss Pakistani law of abortions
- List the countries/ areas where abortions are legal

11 Ethical principles related to Assisted Reproduction (including Surrogacy)

- Define Assisted Reproduction
- Discuss Pakistani law related to Assisted Reproduction

12 Ethical principles related to dealing with Pharmaceutical Companies

- Discuss ethical principles that apply to dealing with Pharmaceutical companies

13 Ethical principles related to Organ donations & Organ Transplantation

- Define Organ Transplantation and Organ Donation
- Discuss Pakistani law related to Organ donations & Organ Transplantation

14 Ethical use of Artificial Intelligence (AI)

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	<ul style="list-style-type: none">• Define Artificial Intelligence and its classification• Discuss how AI is currently being used in academics, clinical practice & research• Discuss ethical principles of using AI <p>15 Ethical use of social media</p> <ul style="list-style-type: none">• Define Social Media• Discuss ethical norms of engagement and boundaries on social media• Discuss issues such as privacy, confidentiality and informed consent relating to social media use <p>16 Environmental Ethics</p> <ul style="list-style-type: none">• Discuss ethical dilemmas arising from environmental health issues• Discuss ethical obligations relating to the environment <p>17 Research Ethics</p> <ul style="list-style-type: none">• Discuss ethical principles of and challenges in research
INTERNAL ASSESSMENT	Internal assessment marks will be allocated as per PM&DC policies
ANNUAL ASSESSMENT	<ul style="list-style-type: none">• This course will be assessed in theory, as MCQs and in OSCE. This course will be assessed in final year MBBS• For BDS batch admitted in 2023, this course will be assessed in its final year examination that will be held in 2026• For MBBS batch admitted in 2023, this will be assessed in its final year examination to be held in 2027.
COURSE EVALUATION	This course will be evaluated as per JSMU & HEC policies.