Indonesian Early Career Psychiatrist

Indonesian Psychiatric Association

Course on Leadership and Professional Development

for Young Psychiatrist

Banjarmasin, September 3-6, 2017

General Background

Recently 59% of the world's population lives in Asia, with 14.4% living in Southeast Asia, and 3.49% of them are Indonesian. Combining such a large population with the economic conditions of developing countries creates the potential for major psychosocial problems to emerge that affect the mental health status of the population. Unfortunately, in many developing countries, including Indonesia, mental health is not a priority. This stance negatively impacts a number of things, including producing the low quality of available health services, the inadequacy of human and other resources, the difficulty in building collaborations in the field of mental health, and lower research-based information and technology.

Change agents do not necessarily need to be senior psychiatrists within the authoritative structures of the field. Rather, young psychiatrists with dynamic character and who are idealistic and oriented to change might be better resources in the field of mental health; they can play a major role in bringing attention to needed changes in the field of mental health. They can engage in research, gather data, process it, and develop it into information that can benefit the field and suggest ways of making the mental health system better.

To assume such an important role requires that young psychiatrists be adequately trained in needs assessment, the ability to make professional presentations orally and in writing, as well as the ability to conduct a critical assessment of the resources needed to carry out research and apply the results to the mental health system. However, such capacities are not fully developed during formal education. Because of the lack of such training, Prof. Dr. Norman Sartorius, former Director of Mental Health, WHO Geneva, organizes a course on Leadership and Professional Skill Development for young psychiatrists in many countries, including those in Asia. This training has been instrumental in developing many young psychiatrists so far, with many others awaiting training.

Similarly, recognizing young psychiatrists as an important component in the development of mental health systems and the need to train them, Prof Dr Mohan Isaac, of UWA, Australia, has been involved in various leadership program with many countries in Asia. Such collaboration between these two programs and

young psychiatrists, offers an excellent opportunity for those in Southeast Asia especially in Indonesia. Therefore, in coordination with the Indonesian Psychiatric Association, the Indonesian Early Career Psychiatrist (Indo-ECP) was proposed to become host for this important training as a form of investment in the development of professionalism and the capacity of young psychiatrists to play their part in the development of adequate mental health systems in Southeast Asia including from Indonesia.

Objectives

The course enables the participants to acquire skills that will help them to:

- Assess needs for mental health care
- Make an effective scientific presentation
- Prepare a poster describing a study or program
- Select and read scientific papers
- Select a subject for research
- Prepare a scientific paper or report
- Prepare and conduct workgroup meetings
- Think about leadership in MH system development
- Develop proposal and MH program

Participants

Twenty-one young psychiatrists from Indonesia and eighteen young psychiatrists from other countries are eligible to apply for this course. Seventeen participants were selected among all applicants by board of the committee.

Countries	Applicants	Accepted	Participants
Indonesia	21	8	8
Singapore	1	1	1
Malaysia	5	2	2
Thailand	1	1	1
Myanmar	2	2	2
Bangladesh	1	1	1
India	4	2	1
Nepal	2	1	1
Egypt	2	1	0
TOTAL	**39**	**19**	**17**

Time and Place

The course was conducted in the Mercure Hotel, Banjarmasin, September 3-6, 2017 conjointly with the Indonesian Psychiatric Association National Conference of the section Community and Military Psychiatry.

Faculties and Committee:

1. Prof. Norman Sartorius – Switzerland
2. Prof. Mohan Isaac – Australia
3. Dr. Hervita Diatri – Indonesia
4. Dr. Satti Radja Sitanggang – Indoneisa (2015 Fellow)
5. Dr. Fransiska Kaligis – Indonesia (2009 Fellow)

Course Methods:

1. Lecture and Q&A
2. Participants presentation
3. Poster round
4. Discussion
5. Case studies
6. Role playing
7. Practice sessions

Course on Leadership and Professional Development of Young Psychiatrists Schedule

Banjarmasin, 3-6 September 2017

Time	Sunday 3 September 2017	Monday 4 September 2017	Tuesday 5 September 2017	Wednesday 6 September 2017
08:00-09:30		Opening Introduction Norman Sartorius	Presentation by participants (2) H. Diatri, M. Isaac, N. Sartorius	Presentation by participants (7) H. Diatri, M. Isaac, N. Sartorius
09:30-10:00		Coffee and Group Photo	Coffee	Coffee
10:00-11:30		How to make a presentation Norman Sartorius	How to chair a meeting Norman Sartorius	Poster walk Norman Sartorius
11:30-12:30		How to produce a CV Mohan Isaac	Presentation by participants (4) H. Diatri, M. Isaac, N. Sartorius	Presentation by small groups: developing a service H. Diatri, M. Isaac, N. Sartorius
12:30-13:30		Lunch	Lunch	Lunch
13:30-15:00	Hotel Check In	Small groups Developing a proposal	Presentation by participants (5) H. Diatri, M. Isaac, N. Sartorius	How to decide on priorities Norman Sartorius
15:00-15:30		Coffee	Coffee	Coffee
15:30-17:00		How to write a paper How to select a title Mohan Isaac	How to write a report Mohan Isaac How to be elected Norman Sartorius	Evaluation and closure
17:00-18:00		Presentations by participants (1) H. Diatri, M. Isaac, N. Sartorius	Presentation by participants (6) H. Diatri, M. Isaac, N. Sartorius	
19:00-21:00		Lecture on the Indonesian mental health care program Hervita Diatri Dinner and cultural performance: Indonesia, India, Myanmar, Egypt	Dinner and cultural performance: Malaysia, Nepal, Singapore, Bangladesh, Thailand	

Report from the session

Introduction Session

Objective: This session was intended to teach participants on how to introduce colleagues, senior colleagues in a formal meeting.

Activities: Participants were asked to introduce a friend to his right without specific guidance from Prof. Sartorius. In general, the introduction will get feedback. Things that were trained:

    a. Introducing a sensitive subject: age, marital status, children

    b. Risk of using humor in introductions

    c. When we introduce, our gesture has also to be respectful to other colleagues or audiences, for example not reading from notes or preferably by standing

How to make presentation and Oral presentation by participants

Objective: to teach the participant how to perform a good oral presentation in scientific meeting.

Activities: Each of participants should perform an oral presentation according to their field of interests. Duration for presentation is 8 minutes. Each participant will rate each other by using rating form based on display, performance and timing. Each of participant also has right to give any comment, suggestion, appreciation on other presentations.

- Discover what you want to say
- Simplify
- Say it in the language of the talk
- Voice should be audibled
- Keep on time
- Slides:
  - a. Landscape, no portraits
  - b. Complementary, not the same as the talk
  - c. Three colors or less
  - d. Three curves of less
  - e. Legible from a far (minimum 24 fonts for legends)
  - f. Comprehensible in 10 seconds, shown for 60 to 90 seconds
- Things to control before presentation
  - a. the pointer
  - b. Microphones
  - c. Lights
- The most important thing: presentation is about you. It's not about slides or other. Make the audience remember you from your presentation

Oral presentation by participants

Objective: to train participants on how to deliver oral presentation for scientific meeting

a. display material in general: the selection of colors, fonts, tables, graphics, readability
b. material content: synchronization of content / ideas shown, the messages carried in order not to cause a false understanding
c. how to dress, appearance
d. position and gestures including eye contact, body movement
e. voice audibility

How to produce CV

Objective: to teach participants on how to write a curriculum CV for work and scientific purposes

Activities:

Participants were shown three samples of CV and were encouraging to discuss on how to make those CV better. There are different kinds of purposes for making the CV, and we need to update and adjust it every time according to what needed.

What should be in the CV is past and current education, working experience, research and publications. If we have too many information, select the most appropriate to the application requirement we want to submit, and limit in 5 years. The purpose of this activity is to demonstrate that participants have the necessary skills (and some complementary ones) to write a cv for a job they are applying. Literally participants were trained how to sell their talents, skills, proficiencies.

How to write a paper and select a title

Objectives: to teach participants on how to make a good title for our paper

Activities: participants were trained to write a good title for a research paper. They were trained how to use descriptive terms and phrases that accurately highlight the core content of the paper. It was challenging for participants to write effective titles and a paper, there was no denying the fact that it definitely need extra time to make a good paper and a good title. The title should describe all the component of the article we write and not too long.

Indonesian mental health program

Objective: to share about Indonesian mental health program in the community

Activities: participants were learning about Indonesian lack of mental health care and community support which leaves nearly 19,000 Indonesians vulnerable to outlawed practice. The politics of mental health are too often a politics of neglect. There are at least signs now in Indonesia of the beginnings of a realistic model for mental health care, one that respects the human rights of people with mental illness and provides competent and human services for those in need.

How to chair a meeting

Objective: in this session, participants are asked to prepare themselves to be an effective leader in a meeting

To achieve the objectives, skills that should be trained by future leaders are:

   a. Prepare a meeting
   b. Identify characters and potentials of participants
   c. Identify and organize the chemistry among participants
   d. Facilitate and lead a meeting so it will be held according to the plan
   e. Summarize and end a meeting

Activity:

Seven participants are chosen to be involved. Each play different characters and are given triggers to be discussed (meeting's agenda attached). Characters that are played such as:

   1. Leader of the meeting
   2. Someone who is very optimistic
   3. Someone who propose a plan
   4. Someone who is thorough in planning
   5. Someone who is in haste
   6. Someone who has hearing difficulty
   7. Someone who wants everything won't go well

Learning outcomes:

Participants can:

- Prepare meeting's agenda that is adjusted with agreed time. Meeting's agenda must be informed to all participants before the meeting is held. If needed, informal meeting before the actual meeting (directly or via electronical media) could be held so the meeting will become more effective.
- Meeting's agenda could include estimated time needed for each agenda, short introduction, and the expected outcomes.
- Agenda should be arranged from something informative and does not need complex decision, to something needs more intense discussion. It is conducted to accommodate all important matters, including if there is participant that comes late, they will still be involved in important agenda. The arrangement of agenda is prerogative right of meeting's leader.
- Participants' seat position has important role to keep the involvement of meeting's participants.
- As a meeting's leader, he/she is expected to be able to facilitate (not always be a decision maker), give chance to every participant to express their opinions, and make meeting's ambiance lively to keep its productivity (avoid monotonous condition, exhaustion, boredom, etc.)
- Things that should be avoided:
   a. Change time and place of the meeting in a brief announcement
   b. Moving things or unnecessary interruption of environment

    c. Discuss things out of topic of the meeting with other participants

    d. Leader could not grasp the situation well

    e. Too many agendas

    f. Repeating same agendas without any progress and clear summary

    g. Exceed the time limit

- End a meeting:

    a. There should be a meeting's report and in a meeting's process (at the end of every agenda until the end of meting) leader must formulates summary and repeat the decisions taken.

    b. A meeting is ended with gratitude speech and brief description about future plans.

How to write a report

Objective: participants are asked to learn about making a good meeting's report

To achieve the objectives, participants are asked to:

    a. Find things that should be written in the report

    b. Learn how to make report

    c. Put writer's perception in the report

    d. Make the report becomes easily understandable by readers

Activity:

Learning activity is conducted by giving experience to participants in making a report of first day activity that will be discussed later in this session.

After that, faculty will deliver interactive learning materials which included topics as follow:

    a. Define types of report

    b. How to write a report: objectives, participants, report materials needed (review, summary, (reports) or every conversation details (minutes))

    c. Reports must be written: accurate, objective, concise, clear and have a good structure

    d. Basic information that may be included

    e. Attachment: list of participants, agenda/program

Learning outcomes:

Participants are able to:

- Define types of report and write reports according to expected needs

- Learn to take notes about important matters in an accurate, concise, clear manner, and systematically arranged so it is easy to be read.

- Besides main topic of the meeting, report writer should provide basic information that help participants to get description of the meeting even though they are unable to participate in the meeting

- Establish summary that describe process, things discussed, and decisions made in the meeting

How to be elected

Objective: how to present ourselves to be elected by the member of one society.

Activity:

Faculty of the course selected three participants as the representatives to try to convince other participants to select one of them as The Presidents of Asian Young Psychiatrists Organization. Each of candidate should give speech about 3 minutes and say about what is their objectives, vision and mission to be elected as the president.

From the session, what participants have learnt:

1) We need to have clear objective on why we should be selected, talk briefly
2) Be confident, trust yourself.
3) Be sincere.
4) Describe your vision and mission clearly.
5) As a leader, we should put others' need as our primary objective, make sure that in a very short duration to speech we have to show that our main goal is to work for others.

Poster presentation by participants

Objective: participants learned to convey messages through poster presentation

Activities: each participant learned to analyze poster presentation, revealing things that are good and which need to be improved. Reviews are primarily intended to see whether the poster was:
   a. With a purpose:
      • To give a message - usually one, but not more than three
      • To convey information in a manner that makes it easy for the reader to get it.
   b. draw attention to other matters - the author, a study, a department, an ideological position.
   c. good quality attracts readers and make it possible for them to get the message as fast as possible, in a minute or two at most.
   d. follow the instructions, concerning dimensions
   e. readable in semidarkness- thus avoid poor contrast, dark background.
   f. understandable without you.
   g. use no more than two colors as background and text: a single colorful picture can be welcome
   h. readable from the distance of 2 meters (7 feet)
   i. has a well-known name, a logo, a familiar figure
   j. has a striking photo or other picture
   k. use of few harmonious, non-aggressive colors.
   l. has decent print size easy to read from a distance of 2 meters.
   m. preparing with tools:
      • Tools (scissors, tape, whitener, tacks)
      • Copies of poster in A4 format with the author's address, phones, email

- Name cards, if possible with photo
- Notebook and pencil

n. display material in general: the selection of colors, fonts, tables, graphics, readability

o. has material content: path of ideas in the poster, synchronization of content / ideas and key messages displayed

p. conditions and poster material

q. posters position: landscape or portrait

Presentation by small groups:

Objective: How to get grant by making proposal.

Activity: Small groups work/discussion by participants

Feedback by faculties:

1. Be sure of:
   a. What is the problem?
   b. What data demonstrate that need?
   c. What project idea do you propose?
   d. What are the goals and objectives?
   e. How long will it take to implement your project?
   f. How will you know your project was successful?
   g. What resources (time, money, staff) do you need?
2. Need statement:
   a. Interesting to read and accurate
   b. Related to purposes and goals of your organization
   c. Supported by evidence (data)
   d. Issue/situation you can really do something about over the course of the grant
   e. Stated in terms of the clients or beneficiaries
3. Expect the unexpected:

   always prepare of printed paper, in case the possibility that you cannot use multimedia.

How to decide priorities

Objective: how to decide priorities in a various background.

Activity: Lecture from Prof. Norman Sartorius. From this session, we learned that

1) Priorities should be selected for:
   a) Public health action
   b) Research
   c) Services
   d) One's own life

2) The selection criteria for priorities of public health action

    a) The condition or problem is of major public health importance

    b) The choice of problem to be given priority is likely to be well received by the public

    c) The solution of the problem is not likely to lead to new problems

3) Priorities for research

    a) for government:

        i. Research that justifies postponement of action and investment

        ii. Research that linked to political priorities

    b) the scientists:

        i. Research that can obtain major financial support

        ii. Research that can lead, relatively quickly, to publications and   promotions

        iii. Research that is harmonious with current major research fashions.

    c) health decision makers

        i. Research that will reduce cost of care

        ii. Research that can reduce criticisms of the healthcare system

        iii. Research that will reduce risks of interventions

    d) healthcare industry

    Research that will lead to increased sales and profits while   improving the health of the population

    e) The public

    Research that is understandable and deals with problems perceived by the general public is important

4) Priorities for mental health services

    a) Maintenance of cost on the same level

    b) Maintenance or development of a positive image of the service

    c) Avoidance of staff problems

    d) Avoidance of scandals and of subsequent litigations

    e) Provision of best mental healthcare compatible with the above priorities

5) Constraints for ECP research in psychiatry

    a) The research must not take too much of the personal time

    b) The studies must be completed before the end of the post graduated training

    c) In view of the rapid change of fashions in psychiatry the study must be underway before the interest (of journals, peers, departments, funders) in the area ebbs.

6) Priorities for one's own life

    a) Time is the scarcest resource for developing successes and joys of life

    b) The distribution of time depends on the relative importance and urgency for requests made to take it

    c) Time is not a renewable resource, but it can be used for creation of renewable resources such as that of social capital

      d) The unavoidable (and often delayed and many time postponed) ranking of tasks related to:

         i. Partner

         ii. Children

         iii. Other family members

         iv. Career development

         v. Hobbies

         vi. Doing nothing

7) The most important thing is priorities must be set for a specific context

Dinner

Every night since arrival, there was group dinner. On the arrival night dinner, welcoming dinner was held at the hotel's restaurant. The aim of this dinner is as an initiation for each participants, lecturer, and committee to get to know each other.

On the next dinner, there was cultural performance subsequently from participants represented their countries e.g. traditional dancing from Nepal, Malaysia, Singapore, and singing traditional song by Indonesia, India, Thailand, Myanmar.

Documentation

Prof Norman Sartorius

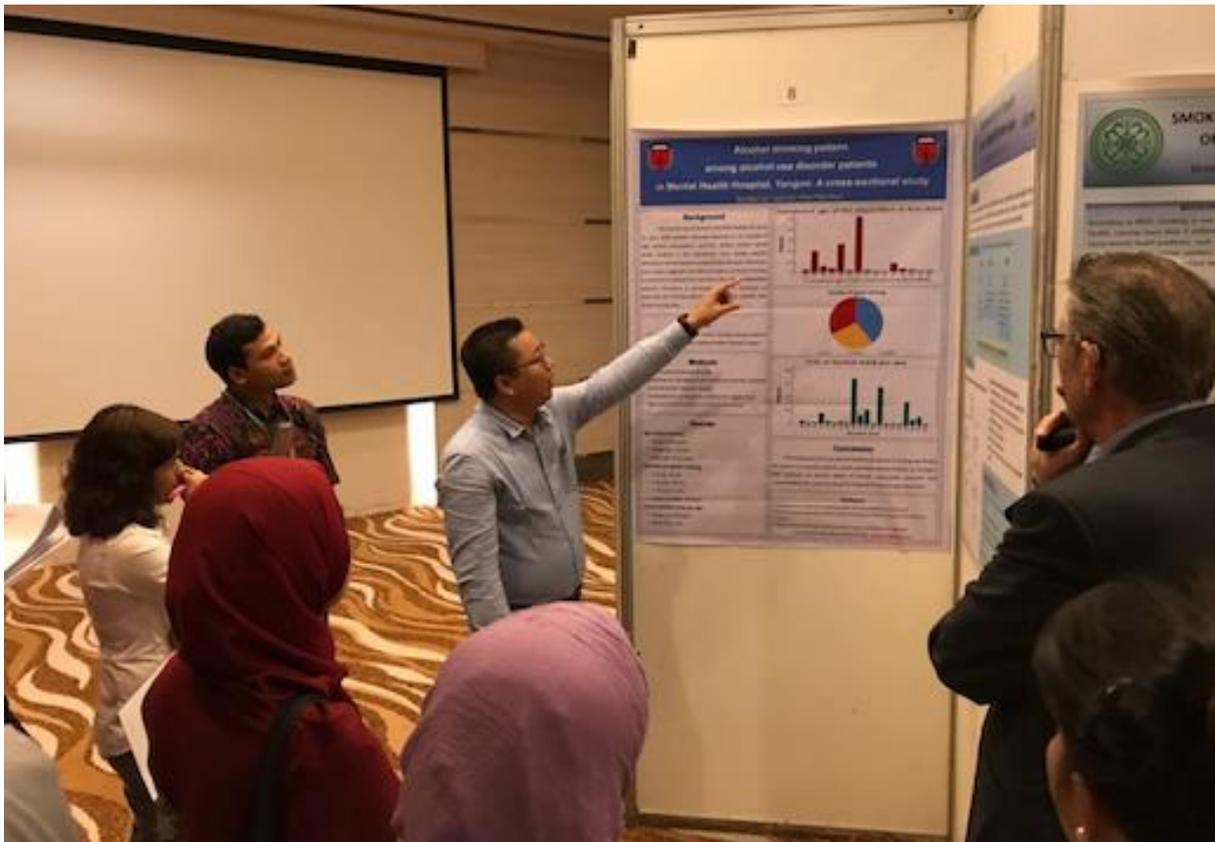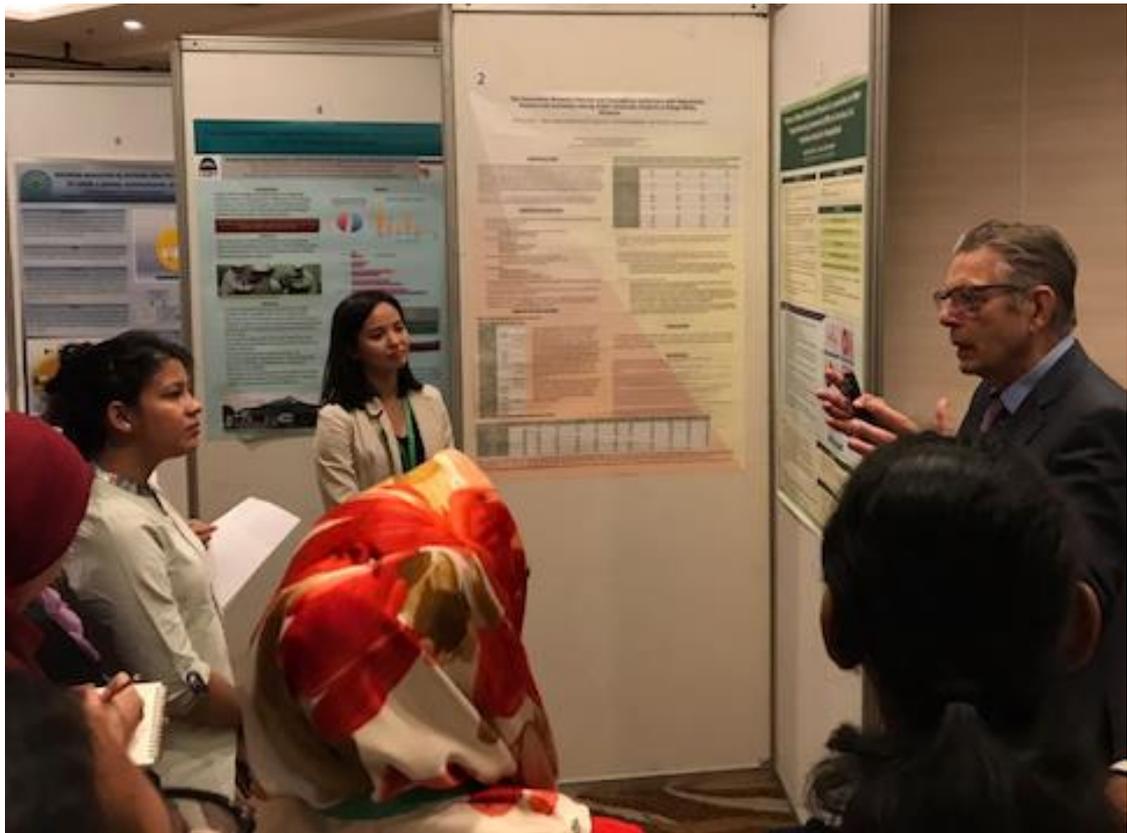**Prof Mohan Isaac**

Dr. Hervita Diatri

Agenda :
1. Welcome and introductions
2. Farewell for nurse Mirren
3. Introduction of two new staff members
4. List of books published by the members of the department
5. Use of funds offered by the municipal authority
6. Attendance of World congress
7. Date of next meeting
8. Closure

Role play

Small Group Discussion

Oral presentations

Poster presentations

Group photo