

6 Things I Do Not Share in Common with Drs. Steve Miller and Richard Sarkin



1. Both went to medical school and did residencies in NY state—Rich at NY Medical College/Buffalo and Steve at Columbia/Montefiore

**2. Both loved living in
New York and wanted
everyone to love NY.**

3. Both were responsible for the creation and implementation of the White Coat and Student Clinician ceremonies held at med schools all over the country.

4. Both played an integral role in the growth and development of COMSEP when they served as its president.

5. Both were BFFs of Arnold P. Gold, MD.



6. Both received prestigious teaching awards that we can only dream of receiving as pediatricians--

Steve—Columbia's Presidential Award for teaching

Rich—SUNY's Chancellor's Award for excellence in teaching

6 Things That I Do Share in Common with Drs. Richard Sarkin and Steve Miller



1. Both always made family a priority and treated those in COMSEP as family!

2. Both revered students and residents and made them feel part of their family too.

3. Both savored having a sense of humor in oneself and others.

4. Both relished the importance of teaching listening and empathizing with patients.

**5. Both inspired others
to love what they do.**

6. Both never stopped being passionate about the importance of humanism as a source for sustaining that passion for teaching and learning.

All Roads Lead to Steve Miller and Rich Sarkin



6 Things I Do Not Share in Common

M—atriculated in NY for med school and residencies

I—dolized living in NY

L—ed the way in establishing key humanism ceremonies at med schools

L—eaders who served as presidents of COMSEP

E—arned the respect and admiration of Arnold B Gold

R—eceived prestigious awards few have ever gotten as pediatricians

6 Things I Do Not Share in Common

S—tarted and grew their careers in NY

A—dored living in NY

R—enown for their roles in establishing key
humanism ceremonies

K—ey leadership roles for both as presidents of
COMSEP

I—mpressed Arnold B. Gold on numerous
occasions

N—oted for receiving prestigious awards few
pediatricians have ever gotten

6 Things I Do Share in Common

- S**—tressed family as a priority and treated those in COMSEP as family
- A**—lways revered students and residents and considered them family as well
- R**—egarded for having a sense of humor in themselves and others
- K**—ept listening to the patient with empathy as a key attribute of their teaching
- I**—nspired all to love what they do
- N**—ever stopped being passionate about the importance of humanism as a sustainable energy source for teaching and learning

6 Things I Do Share in Common

M—ade family a priority and treated those in COMSEP as family

I—nspired by students and residents and considered them family as well!

L—oved having a sense of humor in themselves and others

L—istening to the patient with empathy was a key attribute of their teaching

E—ncouraged all to love what they do

R—elished their passion for humanism as a sustainable energy source for teaching and learning

Creativity with Humanism Made Simple: To Sustainability and Beyond!

The COMSEP 2016 Miller-Sarkin Lecture

Lewis R. First, MD

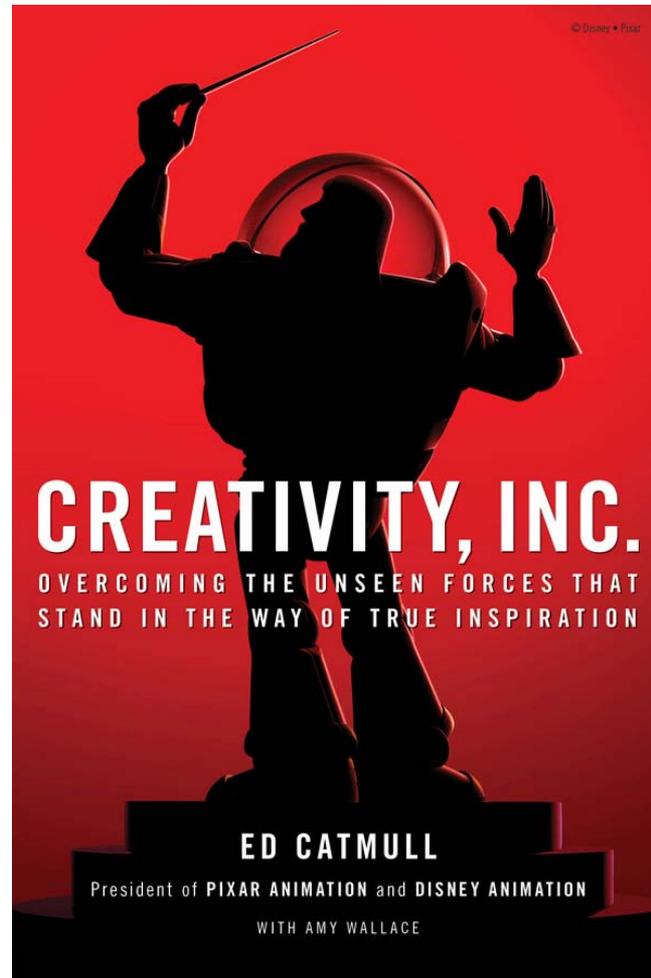


So how does creatively making guacamole relate to COMSEP and the theme of this meeting “The Spirit of Exploration”?

I found the answer in a book that highlights how creative ideas that seem insignificant (like making guacamole with game pieces) can lead to unexpected yet heartfelt, sustainable and meaningful outcomes!



So what is the name of this book?



Creativity, Inc.

So how does *Creativity Inc.* relate to what COMSEP does with its “Spirit of Exploration”?

Perhaps some objectives will better help us answer that question--



Objectives

C—arve out what it takes (and doesn't take) to foster a “spirit of exploration” using creativity (mixed with humanism)

R—eflect on 5 key principles to foster humanistic creativity

E—xamine these principles from a personal perspective

A—ssess ways COMSEP can and is using these principles to problem-solve medical education challenges past, present and future

T—ry a creative way to further COMSEP's strategic direction so it can achieve “new frontiers in medical education”

E—valuate what we can all do to help COMSEP sustain and inspire its future

Creativity in Pediatrics: What It Is--

- **Creativity is hard...
to find on the internet for pediatricians
let alone pediatric medical educators,
and perhaps that implies it is hard in
general to demonstrate creativity in
our educational efforts with students.**
- **So let's evaluate--what is needed to
insure a culture of ongoing creativity?**

True or False

**With the appropriate
resources,
creativity can happen.**

Personal Anecdote #1

Conclusion:

**Resources alone
cannot ignite
creative know-how,
let alone sustain it
into the future.**

True or False

**Using humor creatively
can get others to see your
point and then be even
more creative than you
are!**

Personal Anecdote #2

Conclusion:

Using humor creatively is not the best way to get others to join you in your cause, and in turn become even more creative at helping you achieve and sustain that cause!

True or False

Pointing out the wrongs in the status quo is a great way to show others your creativity so they jump on the brainstorming bandwagon with you.

Personal Anecdote #3

Conclusion:

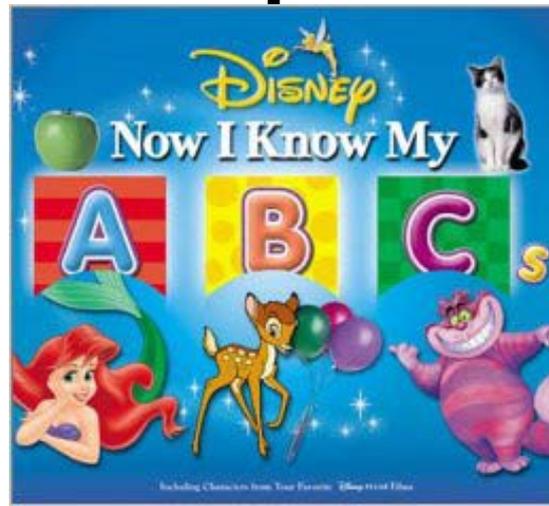
Criticizing the creativity (or lack thereof) of others through anger and ridicule is not a humanistic or effective way to develop creative solutions to problems.

So what does work?

It's not rocket science...



but something as simple as A-B-C...



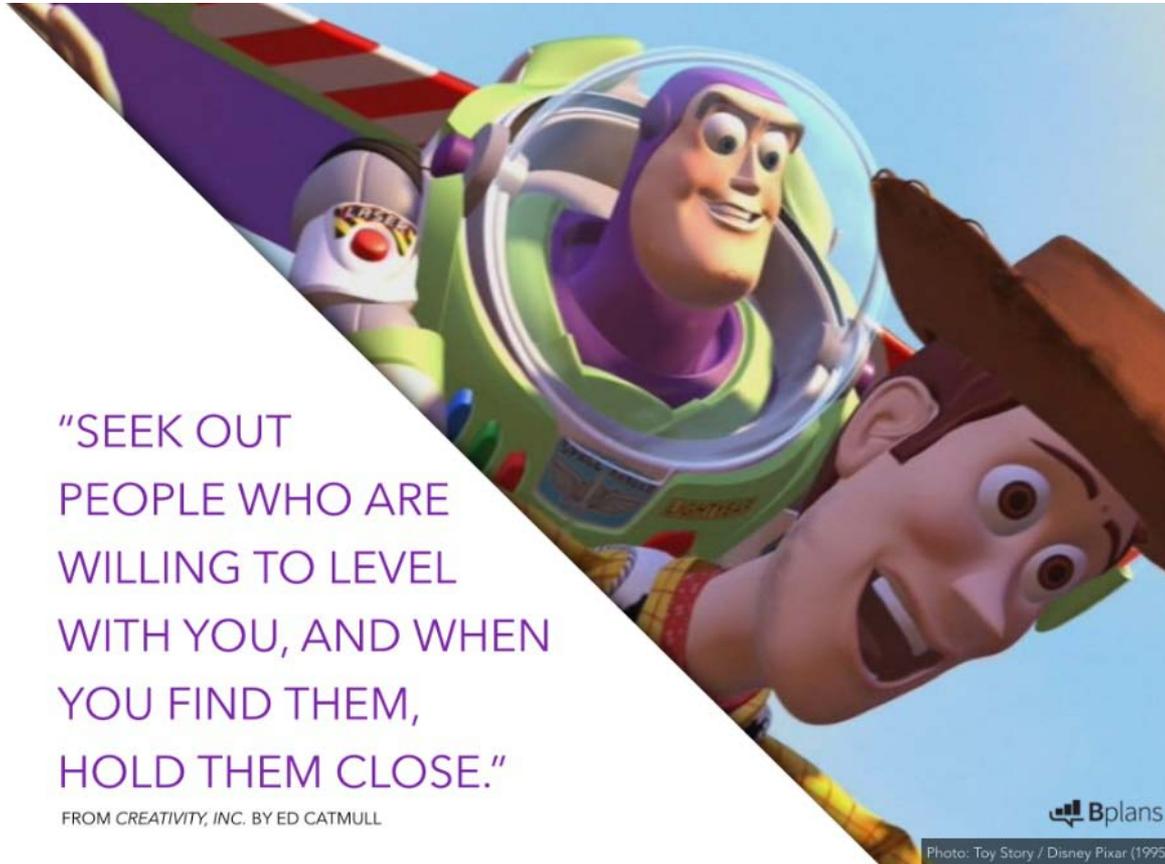
The ABC's of Catmull's Principles Needed to Insure Sustainable Creativity Mixed with Humanism



Creativity Principle 1: A-stablish the fact that people are central to any creative venture!

"SEEK OUT
PEOPLE WHO ARE
WILLING TO LEVEL
WITH YOU, AND WHEN
YOU FIND THEM,
HOLD THEM CLOSE."

FROM *CREATIVITY, INC.* BY ED CATMULL



 Bplans

Photo: Toy Story / Disney Pixar (1995)

“Who’s On Your Bus?”

(with thanks to Jim Collins)

- **People who already fit with your core values when you organize your team**
- **People who do not need to be tightly managed but will get it done**
- **People who understand that what they do is more than a job—it’s their responsibility.**
- **People who 100% of the time will do what they say will do.**
- **People who are passionate about their cause!**

“Who’s On Your Bus?” (con’t) (with thanks to Jim Collins)

- **People who demonstrate with humanism the “mirror and window” effect—they will give credit to others for good things (look outward) and take credit for things that go wrong (in the mirror)**

The Importance of “Day One”

- **Never underestimate “day one” as a nidus for getting the creative juices going and take full advantage of it!**
- **Critical for imparting your team’s mission, vision, and values**
- **Critical for setting up your operating systems and implementing change**

Principle 1 and COMSEP:

- **COMSEP has been and will always be about its people (aka its members)!**
- **This meeting is the ultimate day one that comes each year!**
- **It launches a spirit of exploration and gets creative juices flowing in everyone like drinking from a firehose!**

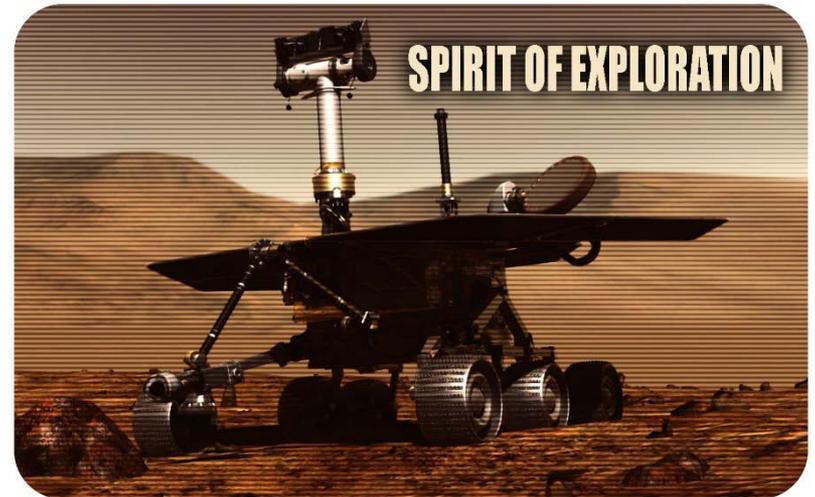


Creativity Principle #2: B—a creative change agent because you want to be and not because you are forced to do so



Principle 2 and COMSEP

- Drive for independence from AMSDPC worked because you wanted it to and has led you now to a spirit of exploration!



Creativity Principle #3: C—that collaboration is critical!



"A BETTER MEASURE OF OUR SUCCESS IS TO LOOK AT THE PEOPLE ON OUR TEAM AND SEE HOW THEY ARE WORKING TOGETHER. CAN THEY RALLY TO SOLVE KEY PROBLEMS? IF THE ANSWER IS YES, YOU ARE MANAGING WELL."

FROM CREATIVITY, INC.
BY ED CATMULL

Creativity Principle #4: D-fine your culture of innovation and exploration with compassion, trust, honesty, and an ability to celebrate failure!

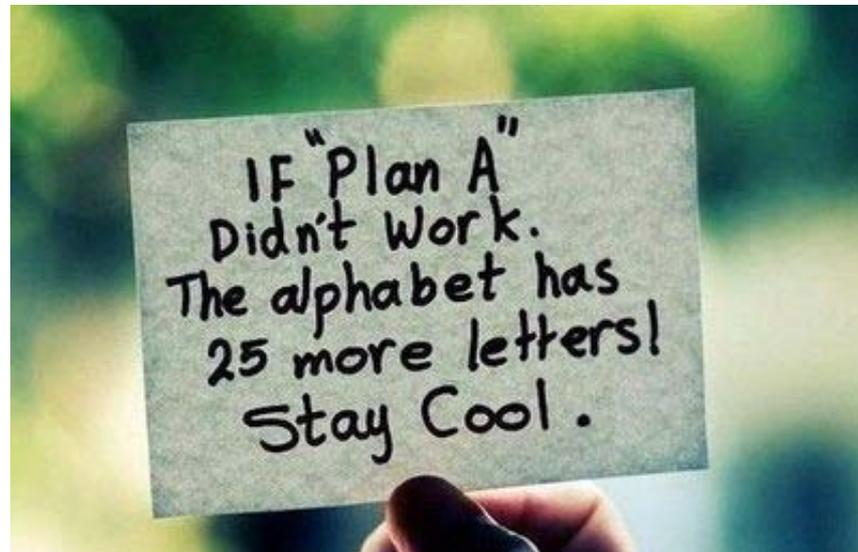


"A HALLMARK
OF A HEALTHY
CREATIVE CULTURE
IS THAT ITS PEOPLE
FEEL FREE TO SHARE
IDEAS, OPINIONS, AND
CRITICISMS. LACK OF CANDOR,
IF UNCHECKED, ULTIMATELY
LEADS TO DYSFUNCTIONAL
ENVIRONMENTS."

FROM CREATIVITY, INC. BY ED CATMULL

Principle 4 and Failure

- Failure breeds creativity through taking unsuccessful risks that align with mission and vision and then trying again—but with improvement and always with compassion and caring for those who do try and try again!



Principle 4 and COMSEP

- Failure breeds creativity through taking unsuccessful risks **that align with mission and vision** and then trying again—but with improvement and always with compassion and caring for those who do try and try again!
- If you forgot mission—here it is...

COMSEP Mission

To promote exemplary teaching practices, advance innovation and scholarship in medical student education in pediatrics, and foster the personal growth, professional success and collaboration of our members.



COMSEP

Better Health for All Patients
Through Pediatric Education

COMSEP Vision

Excellence in Medical Student Education in Pediatrics



COMSEP

Better Health for All Patients
Through Pediatric Education

**COMSEP fosters
its mission and vision
by making it safe to fail
because it plays with heart**

- **New members welcomed warmly**
- **Social events build team and positive attitude so it is safe to fail—let alone dance!**
- **Spirit evident from the opening session**
- **You care!**



Some COMSEP “Failures” That Became or Are Becoming Successes

- **Structure of this meeting as a result of loss of attendance on last day—**
 - **Solution: Change in meeting schedule**
- **No definitive plans for experienced (senior) COMSEP leaders and members who are displaced by needed new talent**
 - **Solution: New roles for these people (mentoring, writing arms-length letters for clinician educators, etc.)**

Creativity Principle #5: E-evaluate your success at engaging everyone as the critical measure of sustainability

"MANAGERS OF CREATIVE
COMPANIES MUST NEVER
FORGET TO ASK THEMSELVES:
"HOW DO WE TAP THE
BRAINPOWER OF
OUR PEOPLE?"

FROM CREATIVITY, INC.
BY ED CATMULL



Creativity Principle #5: Engagement of Everyone is Critical for Sustainability

**When the sum of the parts come together—
(as it did for Pixar joining Disney Animation)
creativity surges and the outcomes are even
better than expected—**

For COMSEP (or your dept)

For individual members

For our students

For our patients



Principle 5 and COMSEP

- **Where is there engagement?**
- **Where is there not engagement?**
- **Who is not here?**
- **Who is burning out?**
- **Who feels disconnected as a clerkship director or administrator to COMSEP and in turn how do those students feel about becoming pediatricians if they are working with burned-out disconnected pediatric clinician-educators?**

**Introducing the COMSEP
“Creativity Engagement” Exercise
(with thanks to Ed Catmull
who shared this creative idea
in his book)**

- **Step 1: Think about the following:
It is 2020 and COMSEP is being
lauded nationally and internationally
for “truly achieving effective
outcomes in all areas of pediatric
medical student competency thanks
to its spirit of exploration, creativity,
and humanism in all that it does”.**

Intro to the COMSEP

“Creativity Engagement” Exercise

Even *US News and World Report* has identified COMSEP as a model organization for not just talking the talk of innovation—but walking the walk and puts it #1 on its Honor Roll of educational organizations that are making a difference in teaching, learning, and even improved patient outcomes...

... and it all started in 2016!



COMSEP Creativity Engagement Exercise

- **Step 2: Who has an idea?—one that helped COMSEP earn this recognition--**

Hopefully not just one of us, but we all do!



COMSEP Creativity Engagement Exercise

It might be an a new program, an educational innovation, a new direction for research and advocacy in medical education.

Perhaps it involves a new structure, technology, or perhaps a new way to engage teachers and learners in recognizing how medical student education can improve our systems of care and patient outcomes.

It might be about a new collaboration or partnership that COMSEP needs to make but has not done.



COMSEP Creativity Engagement Exercise

- **Step 3: Take 3 minutes to write down your bright ideas for COMSEP's future on a 3x5 card handed to you or piece of paper (your name is optional) but everyone plays-- that is sitting in on this session even if you're not a COMSEP member.**
- **Step 4: COMSEP Exec. Board collects them and with you, begins to shape COMSEP's creative direction for the next several years!**



COMSEP Creativity Engagement Exercise

- **Step 5: Ideas will be sorted, organized and rediscussed during the year, shared in COMSEP newsletter, and hopefully at next year's COMSEP meeting—so that the ideas you come up with today can turn into new directions and future goals for the organization using Catmull's 5 principles of creativity mixed with humanism!**



Catmull's 5 Principles for Building a Successful and Sustainable Creative and Humane Culture for COMSEP

1. **A**-stablish that it's your people who are central to your creativity!
2. **B**—a change agent because you want to be—not because you're told to change.
3. **C**—that collaboration is critical!
4. **D**—fine your culture of innovation and exploration with compassion, trust, honesty, and an ability to celebrate and then improve upon failure.
5. **E**—value your ability to engage everyone as the critical measure of sustainability.

Summary

- C**—arving out what it takes (and doesn't take) to foster a “spirit of exploration” using creativity (mixed with humanism)
- O**—ffers us an opportunity to
- M**—aximize our efforts (as Drs. Steve Miller and Rich Sarkin did) when it comes to
- S**—ustaining this organization' s mission, vision and future in ways that will
- E**—ngage all of us and in doing so help us educate the next generation of students who will in turn
- P**—rovide the best care to the young patients and their families we care so much about!