

## Reinventing the Philippine Medical Association

by

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#### Is there a need to revisit the PMA bylaws and subsequently redesign the PMA?

What are the compelling reasons why there is a need to redesign or reinvent the PMA?

#### **REVISIT OF the OBJECTIVES and MISSIONS**

"The Association is established as a non-stock, non-profit, professional organization dedicated to the following objectives, in furtherance of the Articles of Incorporation" ... Article III, PMA Constitution..

To bring together and unite the <u>entire</u> medical profession of the Philippines;

To extend medical knowledge and advance medical science;

To elevate the standards of medical education and practice;

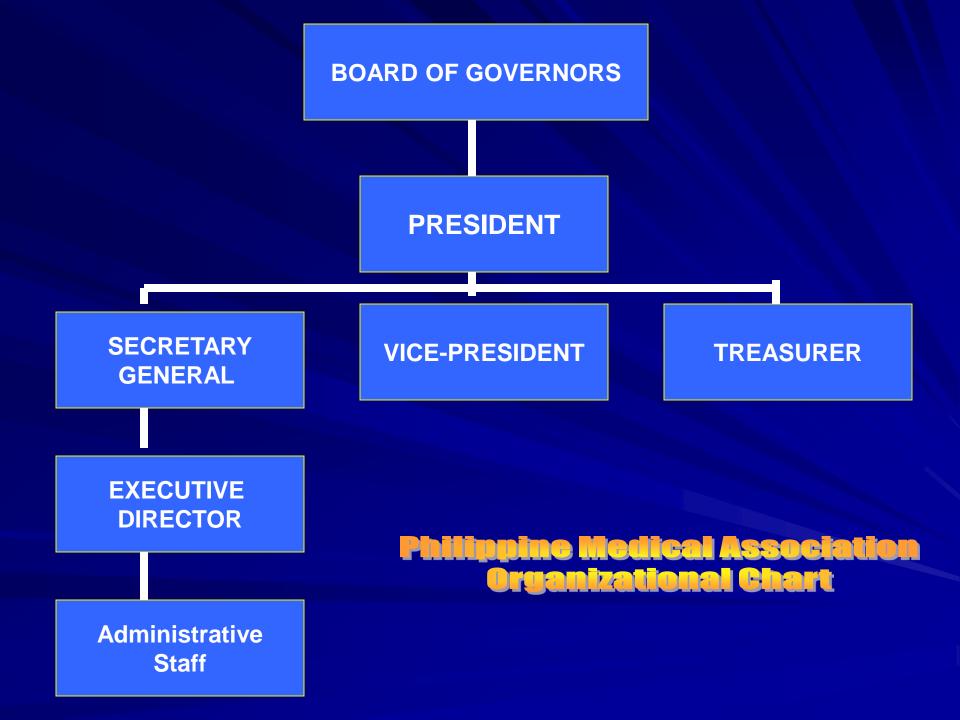
To ensure the enactment of just medical laws;

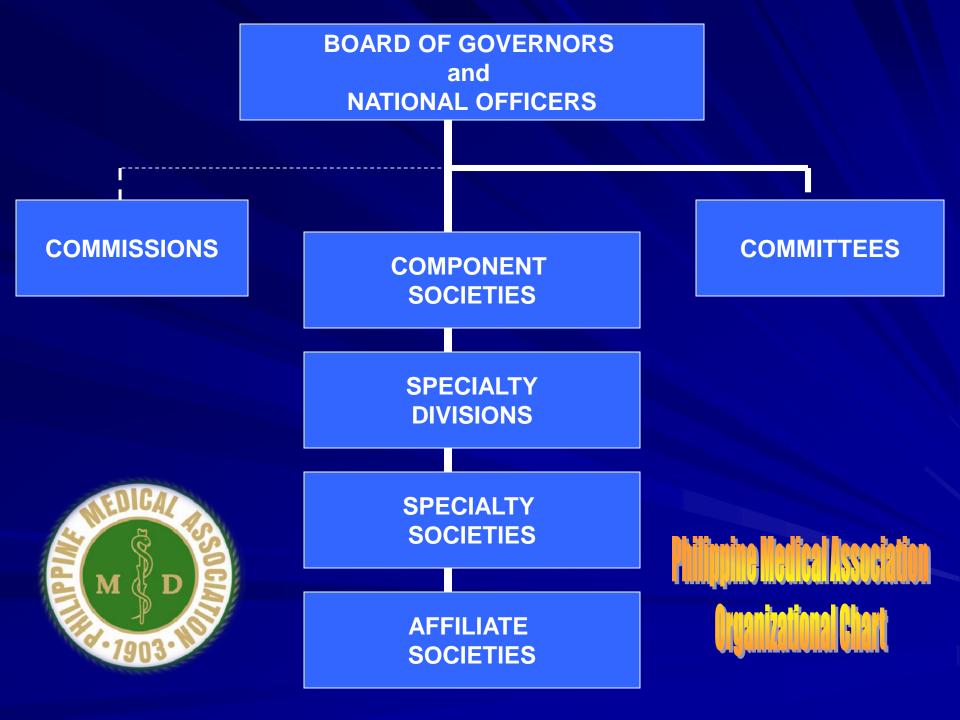
To promote fraternal relations among physicians and between physicians and allied professionals;

To protect the legitimate rights and prerogatives of physicians;

To serve as an authoritative source of information regarding health disease and medical practice and ...

To promote the practice of medicine in the context of Philippine life and culture.





#### When to Redesign an Organization

When the organization is experiencing severe problems;

There is a change in the environment that directly influences internal policies;

When there is a need to infuse resources into new areas or programs or projects;

Change in Leadership perspective.

#### Compelling Reasons to Redesign

- What are the "severe" problems experienced by the PMA?
- What changes in the environment are influencing internal policies of the PMA?
- What current or future needs of the PMA that would require infusion of resources in current or new programs and projects?
- Transformational leadership.

#### Nagging problems faced by the PMA

- 1.) The PMA is already more than a century old, yet it remains to be divided as ever.
- 2.) The by-laws tend to favor or emphasize more on the those in the clinical / curative aspects of care;
- 3.) Tendency to fractionalize medical care into various specialized category.

### Changes in the Environment:

- Technical change changing the basic methods of serving members; empowering components and regions of the PMA;
- 2.) Growing trend towards regionally/ globally integrated systems, networks and alliances; Ex: MRA; passage of the CPD law;
- 3.) Collaborative efforts among stakeholders, policy makers, researches and managers;
- 4.) Changing racial and ethnic composition of the population.

#### **Current and Future Needs:**

- 1.) Mexico principle and the partnership with allied organizations particularly pharmaceutical companies;
- 2.) Need to support programs and activities of the component societies of the PMA;
  - 3.) Need to develop the infrastructure/s that make PMA more effective, efficient and self reliant.

#### Change in Leadership Perspective

- 1.) From "Transactional" to "Transformational" type of leadership.
- 2.) From allegiance to a party or group to allegiance to the profession;
- 3.) From personal or individual responsibility to shared responsibility;
- 4.) ... or a collective change in attitudes values, skills and behaviors among members of the organization leading to total reinvention of what PMA should be.



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