



Reinventing the Philippine Medical Association

by

JOSE SANTIAGO JR., M.D.

Vice President

Is there a need to revisit the PMA by-laws 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 entire 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.

BOARD OF GOVERNORS

PRESIDENT

**SECRETARY
GENERAL**

VICE-PRESIDENT

TREASURER

**EXECUTIVE
DIRECTOR**

**Administrative
Staff**

**Philippine Medical Association
Organizational Chart**

**BOARD OF GOVERNORS
and
NATIONAL OFFICERS**

COMMISSIONS

COMMITTEES

**COMPONENT
SOCIETIES**

**SPECIALTY
DIVISIONS**

**SPECIALTY
SOCIETIES**

**AFFILIATE
SOCIETIES**



**Philippine Medical Association
Organizational Chart**

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:

- 1.) 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.



Thank You Very Much