

May 2026



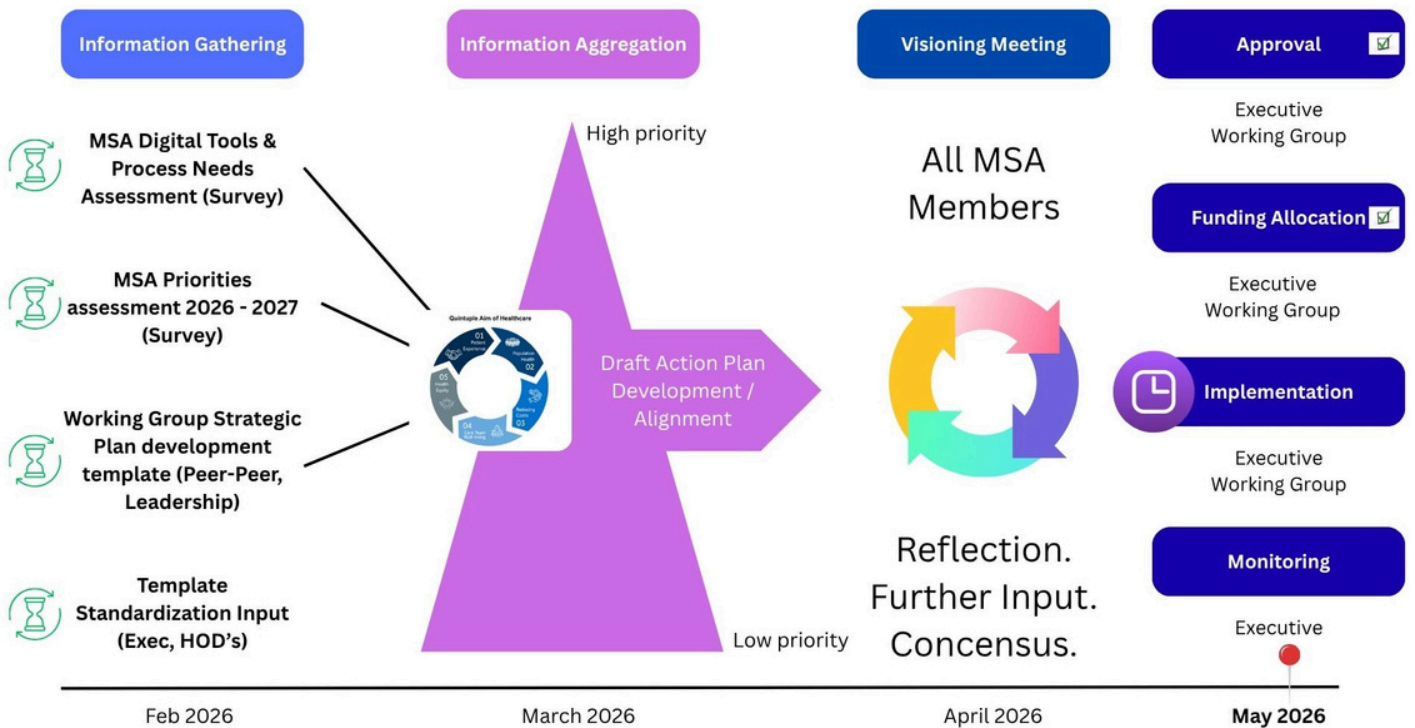
Dr. Johann Schreve

VJH MSA PRESIDENT (2026 - 2027)

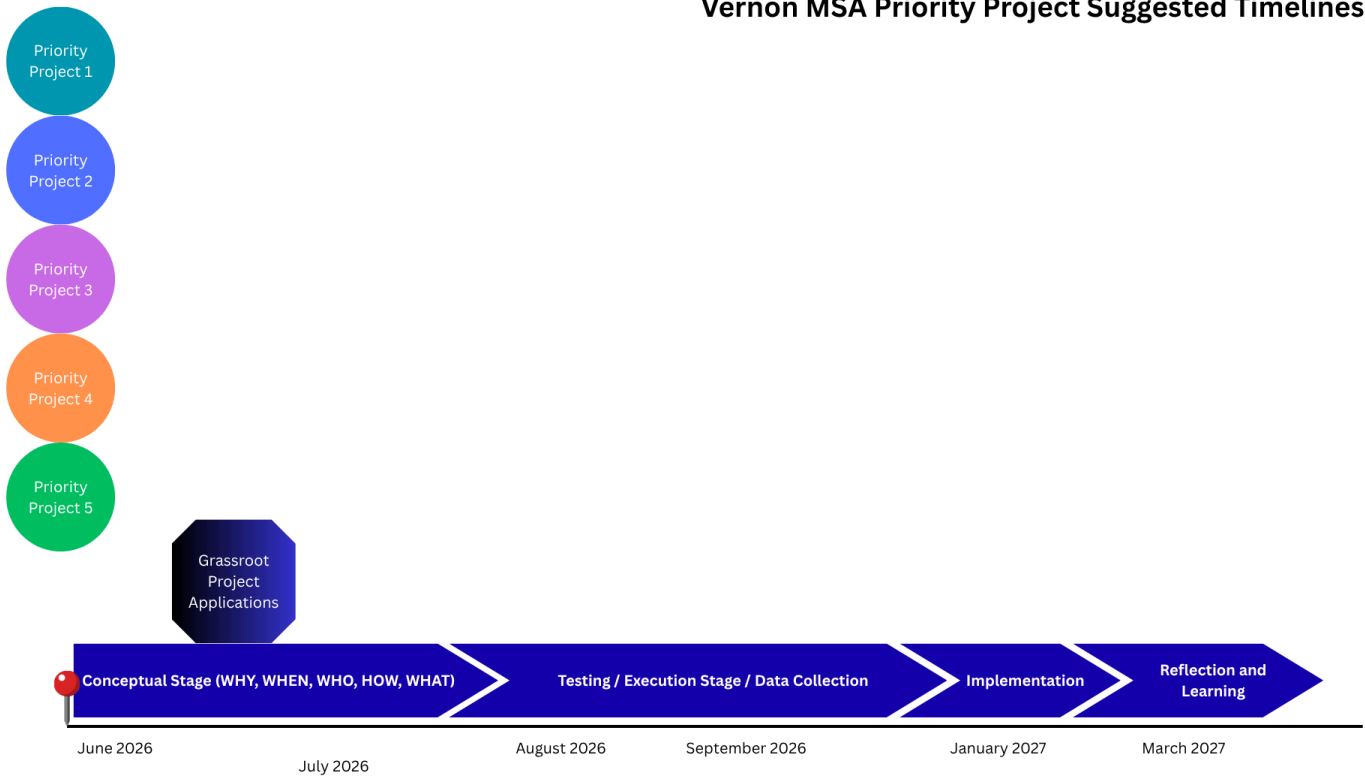
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Priority Projects: Ready, set, go!



Vernon MSA Priority Project Suggested Timelines



The last few weeks were busy as we determined how to approach the priorities identified during the visioning meeting in April 2026. During the Executive meeting in May 2026, the projects below were approved and presented to the Working Group. **All of these exciting improvement activities are now formally approved through the proper MSA channels** to be started and also have a preliminary budget assigned to them.

The following priority projects were identified based on what you indicated was important to you during our 3 month information gathering phase in 2026:

Project Title	Strategic Pillar	Project Cycle	Project Lead	Budget
Improve OR flow and access by piloting a dedicated urgent/emergent OR model at VJH	Quality Improvement	Planning	To be determined	\$5,000
Optimize shared care pathway for patients requiring admission under orthopedic surgery	Quality Improvement	Planning	Dr. Johann Schreve	\$5,000
Optimize peri-operative consultation pathways	Quality Improvement	Planning	To be determined	\$5,000
Rethink and optimize general neurology referrals at VJH and beyond	Quality Improvement	Planning	Dr. Hillary Wang	\$5,000
Redesign and optimize surgical assist program to reduce schedule gaps and make the program sustainable at VJH	Quality Improvement	Planning	To be determined	\$5,000
MSA Lounge	Attraction, recruitment, and retention of Medical Staff	Planning	MSA Executive	\$3,000 - \$5,000

Each of these projects will be approached through a QI lens and aim to address the Quintuple Aim domains to align them with the suggested IMPACT framework of the JCC. **The most important element that I hope will form part of this approach is to have engagement from all spheres of our**

medical staff to shape the future of care for our patients/ community at Vernon Jubilee Hospital. As these projects mature, more information will be provided to keep you updated.

**Please note that it is very early and that things might change, but the aim is to make you aware of these core projects that will be in motion very soon.*

Improve OR flow and access by piloting a dedicated urgent/emergent OR model at VJH	
Project Team	Dr. Cyndi Ciezki Dr. Jen Moran Dr. Quinn Parker Dr. Jacek Szudeck (HOD) Dr. Shannon Rourke
Stakeholders	Emergency Medicine Anesthesiology General Surgery Orthopedic Surgery Urology ENT OBGYN GP OBS Surgical Assists Clinical Operations OR Staff Chief of staff <i>GIM</i>
Project Timeline	TBD
What are we trying to accomplish?	TBD

Optimize shared care pathway for patients requiring admission under orthopaedic surgery

Project Team	Dr. Johann Schreve Dr. Brian Paige Dr. Jen Moran / Dr. Willem Buys
Stakeholders	Emergency Medicine Anesthesiology Orthopedic Surgery GIM Hospitalists Family Medicine Clinical Operations 3E/W Manager and PCC
Project Timeline	6 - 12 months
What are we trying to accomplish?	<ol style="list-style-type: none">1. Engage with multiple disciplines involved in the care of the patients under orthopaedic surgery to determine a clinical pathway to optimize the care for complex and non-complex patients admitted under orthopaedic surgery.2. Look at existing treatment algorithms for certain conditions in IHA and implement them accordingly.3. Identify and implement responsibilities for those involved in the care of these patients in terms of accountability, communication and discharge.4. Implement a mutually agreed upon co-management pathway with acute care physicians to co-manage patients admitted under orthopaedic surgery.

Optimize peri-operative consultation pathways	
Project Team	TBD
Stakeholders	Emergency Medicine Anesthesiology Orthopedic Surgery General Surgery ENT Urology GIM Hospitalists Family Medicine Clinical Operations 3E/W Manager and PCC
Project Timeline	6 - 12 months
What are we trying to accomplish?	TBD

Rethink and optimize general neurology referrals at VJH and beyond	
Project Team	Dr. Hillary Wang
Stakeholders	Emergency Medicine Neurology Family Medicine TBD
Project Timeline	6 - 12 months
What are we trying to accomplish?	TBD

Redesign and optimize surgical assist program to reduce schedule gaps and make the program sustainable at VJH

Project Team	TBD
Stakeholders	Emergency Medicine Family Medicine HOD Department of Surgery General Surgery Orthopedic Surgery Surgical Assists Clinical operations <i>Hospitalists</i>
Project Timeline	6 - 12 months
What are we trying to accomplish?	<p>The surgical assist program at VJH underwent some changes over the last few years and as a result led to gaps in the schedule that is affecting patient care.</p> <p>This was seen as an opportunity to fund an engagement activity to establish what the surgical assist program will look like in the future.</p> <p>Preliminary aims for this project:</p> <ol style="list-style-type: none">1. Recruit 4 - 5 physicians to form part of the surgical assist team to cover after hours2. Establish a standardized onboarding process to allow surgical assists to feel comfortable when they start doing this work.

MSA Lounge	
Project Team	Dr. Johann Schreve Dr. Kira McClellan Dr. Yann Brierley Dr. Shannon Rourke
Stakeholders	MSA Clinical Operations / IHA
Project Timeline	6 - 12 months
What are we trying to accomplish?	<p>The working group of the Vernon MSA identified in 2025 that a revamp of the MSA lounge is required. The focus group identified that the lounge should be a communal meeting place for all MSA members with work stations, integration of sleep facilities, kitchen amenities and seating for relaxation. In 2026, it was recognised that the MSA is not well represented in the hospital from an infrastructure perspective and this opportunity allows the current MSA Executive to integrate a dedicated meeting space into the lounge.</p> <p>The purpose of this project is to facilitate engagement with MSA staff and IHA clinical operations to look at potential spaces and co-develop this lounge to work for the majority of MSA staff members serving acute care patients at Vernon Jubilee Hospital.</p>

What is next?

The working group and MSA executive will help to identify and recruit team members to help move these projects forward. **Step 1 is to develop a project proposal with our program director, [Sharon Hughes-Geekie](#)** and establish the team that will be responsible to move the needle. During the conceptual stage, the team will look at stakeholders and how to engage with them, focus on core metrics to show that change led to an improvement and establish change ideas to achieve what they set out to achieve. Ideally, teams should include all relevant stakeholders to ensure that there are no blind spots.

Projects should be completed within the proposed budget and within the proposed timeline. Our program director will ensure that teams stay on track.

What if I am interested in working on these projects?

If you are interested in becoming a team member and work on these priority projects, please connect with Sharon at sharon@vernonmsa.ca

What if I am interested in doing a different project?

In June 2026, we will be opening the application process to accept applications for grassroots project funding. MSA members can apply for these projects through the channel that will be communicated in the next few weeks via email.

Other Projects Starting Soon

VJH MSA Digital Advisory Committee	
What is this about?	During the information gathering phase, we asked which MSA members are interested to test and provide input around the MSA App, Digital News Channels and more. The VJH MSA Digital Advisory Committee is an informal committee consisting of these wonderful and enthusiastic individuals.
Budget	\$3,000 - \$5,000
Aim	To look at the current digital MSA infrastructure and provide input on how we can improve and optimize this for the future.

I look forward moving the needle with you as we engage, dream and work together to serve our patients and community!

Johann

For MSA Staff to explore and be aware off. More to come on these important topics:

Liberating Structures

[Projects & Teams](#)

Liberating Structures

INCLUDING AND UNLEASHING EVERYONE

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Introduction

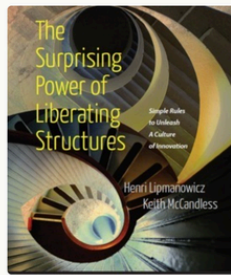
When you feel included and engaged, do you do a better job? Do you think teams in which people work well together produce much better results? Have you noticed the best ideas often come from unexpected sources? Do you want to work at the top of your intelligence and give the same opportunity to others?

If YES, we have found this is the kind of organization and community that people want to be part of. AND, Liberating Structures help make it happen.

“ *So why is it that so many organizations of all stripes are filled with disengaged workers, dysfunctional groups and wasted ideas?* ”



While there will always be some justification for blaming leaders (or professors and administrators in education), the more compelling and useful explanation is not that people involved are bad, stupid or incompetent, but rather that the practices they have all learned are neither adapted to today's realities nor designed to achieve the ideals listed above.



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