



Forward Together

**Flight Surgeon recruiting,
mentoring, and training**

Team

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Flight Surgeon Pipeline/Mentoring

Overview

- Must deliberately shape “trust worthiness” & ability to connect with our operators
- FSs are undermanned and over-utilized - ?Burnout?
- Must study and privilege sustainment of Health Human Resources

Concerns-

- Mentorship and leadership training is not explicit nor deliberate
- Standardize a requirement to be at flightline and/or fly across partner nations
- Production does not equal attrition
- Significant competition for medical professionals, costly attrition

Existing

- “People do what you measure” ...if it is not important to local leadership, it doesn’t happen.
- “Patient First”...singular focus on medicine, limited bandwidth devoted to maintaining the very foundation of medicine -> Our People

Way Forward

- Deliberately develop leaders
- Future panels/breakouts on leadership development within your country
 - How to identify the gaps
 - How to affect change in culture and policy
- Panel/WG on Attraction and Retention identify Best Practices/Evidence Based