

QUALITY IS ALL ABOUT THE SUBSTRATE AND THE SEED

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There is a rising tide of mediocrity which leads to a dangerous erosion of the educational foundations in the medical profession. To find the way out of the labyrinth, the whole educational system needed to be tightened up and made more effective and more efficient by setting a quality assurance system (QAS) for medical education in medical schools. The driving force for the accomplishment of a QAS in medical schools is the accreditation process. This transformational change necessitated the transition from management to leadership and focused less on doing and more on being. Purpose: This paper aims at reviewing management of change in medical schools seeking for accreditation in Egypt. Design/approach: A change readiness audit is performed to identify the key problems/motivators in medical schools for failure/success of change trials, respectively. This is used to compare the outcomes of change before and after the linkage between the organizational change and management development. Findings: In order to succeed in implementing a QAS in medical schools; slow, incremental change programs that run over a number of years and which are geared to achieving changes in culture and behavior, must precede any rapid and major structural transformation initiatives. Originality/value: This review is a useful source for exemplary information to help understand change management in medical schools seeking for accreditation.