6th Annual Meeting of the European CME Forum

Millennium Gloucester Hotel, London

14–15 November 2013

Sponsored by:

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European CME Forum is dedicated to bringing together all stakeholder groups with an interest in European Continuing Medical Education, promoting multi-channel discussion in an independent and neutral environment.

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Welcome to the Meeting

Welcome to London and the sixth annual meeting of the European CME Forum. Each year when planning for this meeting it soon becomes an annual benchmarking exercise and unveils how quickly the CME environment in Europe is moving. This year we have seen the introduction of new accreditation standards from UEMS-EACCME, with other accreditors examining how they should be evolving their own; the introduction of the US Sunshine Act and its rather unexpected ramifications in Europe; pharma companies also starting to employ the grant process for funding CME, and their own increasing insistence on being hands off from CME programmes. This in turn has led to education providers needing to be more knowledgable and accountable and looking for their own guidance to help them navigate these ever complicating waters – with the result that some medical communications agencies are taking a step back from CME.

To develop the meeting programme we are digging deeper into the feedback from participants and the broader CME community. Not only have we used the immediate evaluations taken at the previous meeting, but also the post-meeting evaluation taken 2-3 weeks after the event, and this year we have also repeated the pre-meeting needs assessment. I will be sharing more information at the opening presentation, but something that struck me at a first glance of the results is that with completely different people from across the CME spectrum, now with hundreds of people from across Europe and the world, the single overriding factor in every survey we have carried out points to concerns about “quality” of CME.

What is quality in CME? How can it be planned? How can it be measured? Why is there so little guidance in European CME? It seems to be a mixture of “I’ll know it when I see it” and equating good-quality CME with separation of the education from the industry supporter. Is this a causal relationship? Is “quality” being confused with “bias”? A major theme in this year’s meeting will be trying to identify what makes “good CME” and what is needed to improve it.

We have planned to balance the didactic presentations with plenty of time for related Q&A, and are putting equal emphasis on interactive sessions, whether the initial workshop, the additional discussion sessions, or the new gameshow-inspired “Challenge” session towards the end of the meeting.

We have maintained the highly interactive format, reducing the time for formal presentations to allow for more Q&A. We would like to encourage as much free-flowing discussion and debate as possible. The keypads act as a personal microphone and texting tool for submitting questions and feedback, as well as a basic voting device.

With regard to our other activities, the Journal of European CME (JECME) is now coming to the end of its second year of operation and is attracting some very interesting papers. The recent move to a new publisher has opened up some exciting avenues that we will hear more about during the meeting. Take a look and see whether your own activities can be written up and shared with others.

This time last year the Good CME Practice (gCMEp) Group opened its membership to new organisations and the expanded group is now working on developing some more detailed guidance for providers. We look forward to sharing details with you at this event.

I would like to thank everyone who has helped us with our activities: the speakers and especially the Chairs who have really worked hard this year to create something targeted at us specifically in the room. You should not hear any “usual” presentations they may have given at other meetings. Please keep communicating with us, tell what you think of this meeting, what worked for you and what didn’t, and how it can be improved for next time.

Finally, my deep thanks to Peter Llewellyn, whose clear head and tenacity helps keep the momentum of this meeting going, JECME, the gCMEp Group and our other initiatives.

I wish you an exhilarating and elucidating two days!

Eugene Pozniak
Programme Director
Plan ahead!
See you next year

7th Annual Meeting of the European CME Forum

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## Programme

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<td><strong>Session 1</strong>: Good CME in practice</td>
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Day 1

Meeting opening: Introduction and overview of the objectives of the meeting

Eugene Pozniak (Programme Director)

Session 1:

Good CME in practice

Led by members of the Good CME Practice (gCMEp) Group

As the next step following the publication last year of its Core Principles in the manuscript Setting CME standards in Europe: guiding principles for medical education*, the gCMEp group is developing a CME Toolkit to help guide providers through the plethora of rules and expectations associated with developing and presenting CME-accredited activities. From direct advice on how to address all the points the CME accreditation bodies require, to navigating copyright fees for CME programmes. This interactive workshop aims to cover many of the challenges that European providers face not just for CME compliance, but also from the regulatory and legal perspectives of the other parties involved.

Session 2:

Providing for the profession

Chair: Robin Stevenson (JECME)

Speakers:
Martin Balzan (EBAP, Medical Association of Malta)
Wolfgang Grisold (World Federation of Neurology)
Susanna Price (European Society of Cardiology)

How does the profession provide CME to their membership? Is the annual congress enough “education” to keep specialists up-to-date with latest developments? How are their educational offerings changing? CME is now an expectation of most professional organisations across Europe; we will hear from a number of key specialist scientific societies on how they are addressing this evolving challenge.

Providing education for the profession: the role of the medical society

Susanna Price (European Society of Cardiology)

CME in pulmonology

Martin Balzan (EBAP, Medical Association of Malta)

Currently accreditation of CME in respiratory medicine is through the European Board of Accreditation in Pneumology (EBAP) which reviews all submissions. A formal contract exists with EACCME where providers can apply to either entity, however each organization determines its own structure of fees.

The UEMS which is an organization strongly backed by national medical associations openly states it wants to take a regulatory role and will not get involved in the role of “provider”. The UEMS Section of Pneumology is represented on EBAP by its President who is currently the Secretary of the board. EBAP board is composed of three members from ERS and three members from FERS and one from UEMS. However normally two UEMS section members are on the board.

The European Respiratory Society is one of the leading scientific societies especially in the provision of education, CME in particular. While its main role is that of provider, of congresses, written journals and e-learning material it has supported the formation of “Hermes” groups to prepare curricula in both adult and paediatric pulmonology.

An agreement has been signed by ERS with the UEMS section where collaboration is defined, in particular with respect to the development and updating of curricula, and the recognition of the Hermes curriculum and exam by the UEMS sections and Central UEMS.

As regards to E-learning the European Respiratory Society has a vast platform of knowledge available to its members. While the majority of material comes from the annual congress new didactic and innovative e-learning modules are being constantly developed.

While e-learning is an evolving tool for CME, definitive literature support for its use in medicine remains limited. Changes in physician behavior in e-learning are only starting to be documented, and new issues on certification arise in particular with reference to the actual completion of learning modules.

Session 3:

eCME: a SWOT analysis

Chair: Gordon McVie (European Institute of Oncology)

Speakers:
Joerg Ansorg (Professional Board of German Surgeons)
Peter Henning (Karlsruhe University of Applied Sciences)
Elgin Lichtenauer-Kaligis (European Association of Urology)

Following the hugely popular session last year, we will dedicate significant time to explore eCME further, with specific examples of best practice in online accredited learning in Europe. e-learning is not an easy medium to be successful in, and the expectation of the learners is very high. Gordon McVie will lead a faculty of e-learning practitioners showing us examples from Europe.

eCME: a SWOT analysis

Gordon McVie (European Institute of Oncology)

The strengths and weaknesses of eCME are obvious to this audience – all about quality education, peer review, customised and (usually) free access, at a time which suits the student; while the weaknesses include difficulties in measuring behaviour change, financial models and speed of medical science rendering modules out-of-date.

Clustering threats and opportunities, I plan to discuss MOOC with or without additional accretions. The New York Times hailed 2012 as “The Year of the MOOC”, and this typically American fad might turn out to be a serious threat to conventional educational practice in Europe. On the other hand seven EU countries are already on the bandwagon, and it just might give us fresh insights and opportunities for targetted piggybacking!

ecancer was discussed in detail a year ago at this meeting, so a short update will suffice for those following its progress.

Journal of European CME

Introducing a practical journal for the European CME-CPD community

www.JECME.eu
E-learning, blended learning, mobile learning and beyond – how are classic and new approaches in CME working for surgeons today?

**Joerg Ansorg (Professional Board of German Surgeons)**

E-learning as a CME activity was introduced to German surgeons in 2002 with the platform [eCME-Center.org](http://eCME-Center.org) driven by the Professional Board of German Surgeons. Different approaches in blended learning followed over the years with different results. The latest achievement driven by the success of tablets and smartphones is mobile learning using a multimedia portfolio of learning material.

With over 10 years’ experience it seems to be obvious that E-learning failed the high expectations of the professional community. One of the problems is the overall acceptance of E-learning in the community, followed by the high requirement for E-learning compared to traditional CME activities. In addition to that the development expenses are extraordinary and the sponsoring efforts are shrinking simultaneously.

E-learning works best within a blended learning setting as part of a core curriculum with clearly defined learning objectives. E-learning as stand alone learning service does not work very well in CME for Surgeons. It has to be enriched or blended by hands-on components and live sessions.

**eCME highlights: best practice from technology enhanced learning in medical education**

**Peter Henning (Karlsruhe University of Applied Sciences)**

In this talk a few examples will be presented which demonstrate latest developments in eCME. This ranges from the highly interactive offerings of a virtual university to serious medical games and the training of complete teams in collaborative virtual environments.

Finding a balance between excellence and feasibility in e-learning

**Elgin Lichtenauer-Kaligis (European Association of Urology)**

Online education (and online CME) is gradually changing from making available through the internet the proceedings from live-based educational activities, to creating online educational activities that exploit the opportunities digital and internet technology offer. This transition is however, not an easy one and requires for a scientific organisation a joint effort of expert faculty, educationalist and IT experts.

The online availability of large amounts of scientific information is changing the way of learning; self-guided learning has become so much easier. Ideally, this is how post-graduate education and continuing medical education works: the individual formulates his own problems (knowledge gaps) and searches for information to solve them.

This self-guided learning also becomes a necessity when the responsibility for CME increasingly lies with the individual. However, online self-guided learning is at the moment not regarded an accredited educational activity, because it is largely unstructured and there is little control over the learning results. The role of the educational institution or scientific organisation is to guide the learner towards reliable sources of information, to facilitate learning and, in practice, to structure information into accredited courses.

There are few online educational activities that could provide the necessary structure and encourage self-guided learning. CME is still based on traditional ways of learning, even if it is presented on the internet. The learner reads (online) papers, visits a congress and attends a suitable (e-learning) course, and will be accredited for his attendance accordingly.

Even most e-learning courses do not encourage self-reliant learning, where they are excellently suited to guide the learner without throwing him into the deep at once.

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**An Essential Guide to CME**

Supported by European CME Forum

20 and 21 March 2014

Rembrandt Hotel, London

Register online at: [www.management-forum.co.uk](http://www.management-forum.co.uk)
or telephone: +44 (0)1483 730071
Most e-learning courses present some form of a lecture and test attendance with a few multiple choice questions. Instead, an online course is ideally suited to encourage and guide the use of self-reliant learning and thus to better match the individual learners needs. Availability of scientific information on the internet and mainstream technology enable this learning format.

In addition, digital technology can be used to create a more engaging e-learning course, to stimulate an active learning attitude. This represents a more effective learning format and increases the learners abilities for self-guided learning. The active learning format however, requires a much greater effort to create than to transform a (live) lecture course into a traditional form e-learning course. Faculty, providers and learners are little familiar with this concept and not all learners enjoy the active learning format.

As a scientific organisation, EAU aims to provide through the EAU Education Online platform a well-balanced variety of educational activities. The presentation will highlight some of EAU’s encounters with these issues in practice: expectations of the audience, the struggle to find a balance between high-quality interactive, but too expensive and labour intensive courses and easier to produce but less engaging courses, and present some results from an e-learning pilot as a case from practice.

**Session 4:**

**Industry, clinicians and CME: how well do transparency rules demystify the relationships?**

Chair: **Eva Thalmann** *(Janssen Cilag)*

Panellists:
**Edwin Borman** *(UEMS-EACCME)*
**Jean-Jacques Murama** *(Lilly)*
**Marie-Claire Pickaert** *(EFFIA)*
**Carin Smand** *(European Hematology Association)*

Industry is becoming a more important consideration in European CME. The majority are completely compliant with European regulations, most are supporting CME completely “transparently”, many are learning from their US colleagues and the recent changes there. But what does “transparent” look like? Where does bias occur? What are their expectations and concerns? Eva Thalmann will lead a panel discussion to explore these topics and open dialogue with guests from the floor.
Day 2

Review and JECME update

Eugene Pozniak (Programme Director)

Session 5:

In conversation with Murray Kopelow

Conversationalists:
Edwin Borman (UEMS-EACCME)
Craig Campbell (Royal College of Physicians and Surgeons of Canada)
Maureen Doyle-Scharff (Pfizer)

We listen in as Murray Kopelow (ACCME) converses with key leaders in CME, discussing and exploring the topics that affect the future of CME in Europe.

Session 6:

Accreditation in focus

Chair: Craig Campbell (Royal College of Physicians and Surgeons of Canada)

Speakers:
Edwin Borman (UEMS-EACCME)
Reinhard Griebenow (European Cardiology Section Foundation)
Dimitris Loukopoulos (European Hematology Association - CME Unit)

CME as a concept is taking hold in Europe, but there is much discussion as the rules of accreditation are worked through. How does it happen? What do the authorities want to see and how does it all work?

We invite a panel of leaders from CME accreditation bodies to discuss the lessons learned so far and where they see the future movement of accreditation in Europe.

It’s a time of change – great!

Edwin Borman (UEMS-EACCME)

The world of CME/CPD has been thoroughly shaken up – new ways of learning; legislative changes in Europe and North America; new accreditation criteria; new providers in an already crowded field; a growing trend to mandatory confirmation of learning by doctors.

In such a destabilised environment, the challenges for a Funder or a Provider are considerable:
• meeting ever more demanding standards;
• fulfilling legal and regulatory requirements;
• proving return on investment.

For Doctors, there also are considerable challenges:
• ever more directive educational and regulatory requirements;
• determining the most appropriate ways of fulfilling these;
• uncertainty about resources, in available time and money.

Great!

This time of change means we all have an opportunity to re-shape our sector, to put in place – by intention rather than by “evolutionary” development – the standards, working practices, educational methods and strategic vision that we all recognise is necessary for the healthy development of the world of CME/CPD.

And, in Europe, we still have an opportunity to retain within the sector the responsibility for ensuring that appropriately high standards are achieved, without further intervention by law-makers. But, in order to do so, whether working together, or group by group, we have to implement necessary improvements in a co-ordinated manner. Much of that work already is underway.

Plan ahead!

See you next year

7th Annual Meeting of the European CME Forum
www.europeanCMEforum.eu
More CME points for higher quality

Reinhard Griebenow (European Cardiology Section Foundation)

Since their introduction most accreditation systems have focussed on the independence of medical information, assuming that educational quality would be at least reasonable, mostly relying on the academic appointment and experience of the presenters.

Evaluations over a broad range of participants as well as of CME/CPD modalities have shown that this assumption has proven to be by and large correct. Nevertheless, current practice of accreditation does not differentiate between fair quality and educational excellence, which might have an influence on the way participants make their choice. The European Board for Accreditation in Cardiology (EBAC) therefore has started an initiative “More CME Points for Higher Quality”. This presentation will discuss the concept regarding definition of outcome and criteria to be fulfilled in order to be awarded with more than the usual points (based on hours of attendance). Furthermore, the first project chosen to be part of this initiative will be described.

EHA-CME, a body of accreditation in European hematology: from then to now – challenges ahead

Dimitris Loukopoulos (European Hematology Association - CME Unit)

Very soon after its establishment, the European Hematology Association has implemented a body of experts for the accreditation of Continuing Medical Education (CME) in Hematology. The reason this was put in effect was that the rapid expansion of knowledge regarding blood diseases which was already being diffused through meetings and conferences had to be filtered by the appropriate authorities in order to obtain a guarantee for its truth, while the amount of new information acquired by the medical people had to be recognized and confirmed, again by the appropriate authorities, in order to convince the European patients that the medical care they are receiving is updated and efficient.

The European Council for Accreditation in Hematology had its first meeting in 2003. The project started with the support of a European Commission grant in 2002, alongside the support of 20 partner hematology organizations throughout Europe and the ECAH soon transformed into the actual EHA-CME Unit. At present, the Unit functions as a separate entity completely independent of the other EHA functionalities and has its own independent review board to assess the quality of educational events of EHA and several other organizations providing CME in Hematology and to award credit points to haematologists who wish to join the programme.

On implementing the EHA-CME accreditation system, care was taken in order to comply with the basic principles such as the providing appropriate education, balance, transparency, and effectiveness. In the system, participants are able to evaluate the CME they received and provide feedback with constructive comments and suggestions. Overall, the EHA-CME system now is a well functioning programme for the accreditation of the various approaches to continuing education in hematology, which was adopted by several European counties and beyond, and allows a transparent recognition of the hematologists who participate actively in the various educational events.

In June 2013 a new online system platform was launched, making easier and more user-friendly to providers of education as well as to hematologists to keep track of their activities and to update their knowledge. The launch of the platform coincided with the release of a new logo and visual identity for the EHA-CME Unit, in order to reinforce its status as an independent part of the EHA concerned with the accreditation of educational events and the awarding of credit points.

The EHA-CME Unit is now well established as a quality parameter for educational events in hematology across Europe; however, it is obvious that these achievements are not the final goal as there is still much room for improvement. In fact, we have not yet solved a series of problems which may come up later at the discussion and address mainly the following main issues:

• Exploring at national and European level at what degree does the process of accrediting various programmes of continuing medical education result in changing the approach of the participating physicians to the management of their patients as well as how much the obtained knowledge has any influence on their actual practice. This step is most challenging not only because physical presence does not necessarily mean real learning, but also because it depends on the education methods utilized and on the way these are adjusted according to the topic and intended audience.

• Defining whether the accreditation of a CME event along with the accreditation of the participating physicians through the collection of a certain number of credit points must be mandatory or optional; clarifying the limits of responsibility of the CME credit awarding Units vs. the responsibilities of the Authorities making use of this accreditation. This issue is important not only at national level but also across Europe, where, especially with the recent financial crisis, there is an uncontrolled migration of specialist physicians from South to the North.

• Reinforcing the public and administrative perception that a well updated hematologist is expected to offer better quality services to his patients as well as that this scientist should have some priority in being hired, promoted or remunerated in comparison to other colleagues who do not make this CME effort.

Indeed, these issues are important challenges for our and other CME Organizations and will certainly attract the due attention at this meeting.
Lunch with the learners

Led by Lawrence Sherman (Prova Education)

A selected panel of doctors as learners join us over lunch to answer questions from the audience, tell us what they think of CME provision and what they would like to see more of, and less of!

Session 7:

CME quality and compliance challenge

Expert panel:
Maria Grazia Cali (Merck Serono)
Reinhard Griebenow (European Cardiology Section Foundation)
Krzysztof Jakubowski (General Practitioner, Weybridge)
Peter Mills (The Royal London Hospital)
Jonas Nordquist (Karolinska Institute)

Even with practical advice and an interactive workshop, what better way to put lessons into practice than actually pitching for the funding?! For this session we will invite delegates to act as providers to pit their wit against a panel of “CME investors” – 5 experts from across the spectrum – a CME accreditation body, an education expert, an experienced Scientific Director/Chair, a learner and a pharmaceutical company supporter. These “dragons” will guide and critique the presenters, assessing how well each project meets their specific needs and regulations, with help from the audience.

The rules are simple: the programme presented that can successfully bring together a high-quality faculty, interest an audience while addressing their educational needs, be educationally well executed, be attractive to a supporter from industry – AND be compliant under CME accreditation rules, regulatory and legal requirements – will win!

Session 8:

The CME unsession

Led by Lawrence Sherman (Prova Education)

#6ECF will end with the CME unsession, bringing the meeting to an unscripted end, but one that is highly interactive and engaging where the delegates have the chance to participate in a discussion, or debate, teasing out final answers so that no-one leaves the meeting with any burning questions still ringing in their heads.
Speakers

Dr Joerg Ansorg

Joerg Ansorg is a surgeon by profession. Today he is no longer works as a surgeon, instead he is General Manager of the Professional Board of German Surgeons (PBGS), the largest professional association for surgeons in Europe with over 16,000 members.

After studying medicine in Jena, Munich, Oxford and Tokyo he moved to Augsburg in the south of Germany for his surgical training. He became a general surgeon in 2002.

Joerg has been working as General Manager at the PBGS head office in Berlin since 2002. In his position he is responsible for the PBGS Academy, the multiple new media projects of the association and the service division. He is strongly involved in conception and organization of courses in surgical training as well as in CME-activities for surgeons.

Joerg is the founder of major electronic media platforms for German surgeons like the E-learning website [cME-Center.org], the surgeons social network [cNetz.org], the surgeons job market [App.in.den.OP] and the surgeons search engine [Chirurgie-Suche.de].

Due to this background Joerg was able to gain experience in the conception and roll out of blended learning projects combining classical course formats like hands-on workshops and seminars with E-learning and social network activities. His recent projects dealt with mobile learning and mobile communication, resulting in porting the major PBGS new media projects to tablets and smartphones.

In addition Joerg is working as assistant professor at Bayreuth University, Institute for Hospital Management and Public Health. His research fields are E-health and communication.

Dr Martin Balzan

Martin Balzan is a consultant respiratory physician working at Mater Dei Hospital Malta. He has been President of the Medical Association of Malta since 2007. He is the secretary of European Board of Accreditation in Pneumology (EBAP) and the President of the UEMS section of Pneumology.

He is also the national delegate for Malta at the UEMS council, and Standing Committee of European Doctors (CPME). He was formerly the Secretary of the Commonwealth Medical Association from 2007-2010. He has been active in national medical politics since 1997.

Dr. Balzan’s research interests and publications include Epidemiology of respiratory disease, in particular asthma, air quality and carbon monoxide poisoning, and more recently e-learning.

He was project leader of two EU funded projects – ESF 1.19 Malta “E-learning management systems for post graduate medical training”, and RESPIRA an Italy-Malta project monitoring the effect of air quality and respiratory health.

He is a Fellow of the Royal College of Physicians of London, and a European Fellow of Internal Medicine.

Dr Edwin Borman

Edwin Borman has served as Secretary General of the UEMS from January 2012. He has been Chairman of its CME/CPD Working Group (from 1999 – 2012) and chairs the EACCME Taskforce (2008 – present). He is the primary author of the UEMS policy documents in these areas, including on the accreditation of e-learning and on the accreditation of live educational events.

He trained in South Africa, qualifying MB ChB with honours from the University of Cape Town in 1984. He immigrated to the UK in 1986 and completed specialist training in Anaesthetics in Plymouth and in Birmingham. He worked as a Consultant Anaesthetist and Clinical Director at the University Hospital of Coventry and Warwickshire NHS Trust (from 1997 to 2013).

His current post is as the Medical Director for Shrewsbury and Telford Hospital NHS Trust, an 850-bedded group of hospitals in Shropshire.

Previous posts include:
- Council Member of the British Medical Association (BMA; 1991 to 2012)
- Chairman of the BMA’s Junior Doctor’s Committee (1991 – 1994)
- Chairman of the BMA’s International Committee (1999 – 2007).
- Council Member of the General Medical Council (GMC; 1994 – 2008)
- Chair of GMC Committee for Diversity and Equality (2004 – 2008)

His life outside Medicine and Medico-politics includes a love of western and non-western art, and classical music.
Maria Grazia Calì

Maria Grazia Calì is Vice President of the Centre of Excellence for Medical Education within the External Scientific Affairs (R&D) at Merck Serono. She joined Serono in 1979, (which became Merck Serono in 2007), and has been with the company for 34 years, working in the organisation of International Conferences for the medical community. During her long-term experience, Maria Grazia has established a proven track record of excellence in Medical Education and has established a worldwide network of contacts with Key Opinion Leaders in the therapeutic areas of interest for the company. She worked in Scientific Relations, in Global Conventions Management and from 2011 assumed her current role. Maria Grazia is Italian and has two daughters.

Dr Craig Campbell

Craig Campbell MD is a specialist in Internal Medicine, Associate Professor of Medicine at the University of Ottawa and is the Director of Continuing Professional Development in the Office of Specialty Education at the Royal College. He leads the national Maintenance of Certification (MOC) Program, serves as Registrar for the Royal College and has oversight for the ePortfolio development project within the Competence by Design strategic initiative, the Affirmation of Continuing Competence for Physicians in Practice scoping review, the International Academy of CPD Accreditation, and promoting scholarship and research in continuing professional development (CPD). His research and development interests are focused on the role of ePortfolios in supporting lifelong learning, developing and implementing tools and strategies to promote ‘informed’ self-assessment and workplace based assessments of competence and performance of individuals, groups or health care teams. Dr. Campbell is the past President of The Society for Academic Continuing Medical Education (SACME) and chaired the Society’s Research Committee.

Maureen Doyle-Scharff

Maureen Doyle-Scharff MBA CCMEP FACEHP is Senior Director, Team Lead, in the Office of Independent Grants for Learning & Change (formerly Medical Education Group) at Pfizer Inc. She has worked in the field of medical education, quality improvement and behavior change in a variety of capacities for over 20 years. Maureen currently serves on the Board of Directors for the Global Alliance for Medical Education (GAME) as President, and the National Commission for Certification of CME Professionals (NC-CME) as Treasurer, is a member of the National Task Force on Provider/Industry CME Relationships, is founder and past president of the Ohio Chapter of the Healthcare Businesswomen’s Association, and served for six years on the Board of Directors for the Alliance for Continuing Education in the Health Professions (ACEHP), including serving as Secretary/Treasurer in the final two years. Maureen received her undergraduate degree from the University of Michigan, and her MBA from St. Joseph University. She is currently a doctoral candidate in Higher Education at Ohio University and lives in Columbus, OH with her husband and three children.

Prof. Reinhard Griebenow

Reinhard Griebenow is Chairman of European Cardiology Section Foundation and President of the UEMS Cardiology Section. He completed his medical studies at Göttingen University and served his residency at the Dept. of Internal Medicine II University Hospital Cologne (Merheim), where he is now Professor for Internal Medicine. He is also a member of the Board and Head of the Academy of medical training and education at the Chamber of Physicians Nordrheine, and serves on the Board of the German Senate for CME.
Prof. Wolfgang Grisold

Prim. Dr. Univ. Prof. Wolfgang Grisold is a medical specialist for neurology and psychiatry, certified since 1984. He chaired the education committee of the European Federation of Neurological Societies (EFNS) from 2002 until 2007, and is presently co-chair of the education committee of the World Federation of Neurology (WFN), where he also chairs the teaching course committee.

He is a member of the UEMS/EBN (past President), the UEMS-EBN examination committee, and past President of the European Association of NeuroOncology (EANO). Within the European CanCer Organisation (ECCO) he is a member of the Accreditation Council of Oncology in Europe (ACOE), which is the main European CME accreditation body in oncology.

He has been involved in education from the point of CME and CPD (EONS, UEMS, WFN), residency training (Austrian society and UEMS), board examinations (Austrian society and UEMS/EBN), patient and caregiver education and department visits (UEMS/WFN).

For his clinical work, since 1989, he has been heading the department of neurology of the KFJ hospital in Vienna. His special interests apart from general neurology are stroke, neuromuscular disease and neurooncology as well as palliative care and education in neurology. His has particular expertise in neuromuscular disease in regards to clinical findings, electrophysiology, neuropathology and imaging. He has participated in two EU projects on paraneoplastic syndromes, and is participating in two European CanCer Organisation (ECCO)-EU projects on oncologic video education.

To date he has authored 540 publications among them 3 books, 184 PubMed quoted publications, 330 abstracts and presented over 1100 lectures. The neurological department is an affiliated teaching hospital of the University of Vienna (MUW). He gives regular courses in neurologic education and also in palliative care.

He is the medical director of the LBI for neurooncology, member of the ethics committee of the city of Vienna and a member of the highest medical council of the city of Vienna (Landessanitaetsrat). In Vienna he is involved in neurological care, in particular an interventional stroke treatment study (VIMS).

From 2000 to 2002, he was the founding president of the Austrian Society of Neurology, and has been elected as the secretary general and treasurer of the WFN in Sept. 2013.

Within the spectrum of supportive care and palliative medicine he is interested in patient organisations, related health groups and presented the UEMS in a patient oriented EPPOSI symposium.

Prof. Peter Henning

Peter Henning has been Professor for Computer Science at Karlsruhe University of Applied Sciences since 1998. His fields of interest include: eLearning and computer-supported education, research on learning results and development of eLearning platforms; data semantics, ontologies and XML applications as well as computer graphics, 3D modeling of building structures.

His current functions are:

- Scientific director of the LEARNTEC – International Fair and Congress for Professional Learning, Education and IT
- Head of the Steinbeis Transfer Center for Professional Learning, Education Management and IT
- Scientific and Administrative Coordinator of EC Project INTUITEL – Intelligent Tutoring Interface for Technology Enhanced Learning
- Member of the Program Committee and the Evaluation Committee of the Virtual University of Bavaria (Virtuelle Hochschule Bayern http://www.vhb.org)
- Member of the Scientific Advisory Committee of the project ”VoT ekk – Vorbereitung auf Terreureinsätze und Katastrophen”
- Member of the Editorial Board of the Journal of European CME (JECME)
- Member of the Innovation Council, Ministry for Economic Affairs, Baden-Württemberg
- Head of the Jury, European E-Learning Award eureleA
- Head of the Board ERB – Evangelischer Rundfunk in Baden Medien GmbH
- Position Director, Institute for Computers in Education

At the neurological department several studies in particular of brain tumor treatment, neurotoxicity and MS are currently performed.

Apart from his hospital and scientific work he runs a private neurology office in Vienna, where combines clinical work with neuromuscular disease and electrophysiology.
Dr Krzysztof Jakubowski

Krzysztof Jakubowski, MB BS, MRCGP DCH, graduated from St. George’s Hospital Medical School, University of London in 1986. He went on to complete his training in General Practice on the St. Mary’s and St. Charles Vocational Training Scheme. He has been a full time partner in General Practice at Weybridge Health Centre since 1991. He has been responsible for diabetic services, data quality and the Quality and Outcomes Framework for the practice for many years.

Krzysztof has a wealth of experience as a learner attending courses, conferences, evening meetings, completing online modules and taking part in various workshops over the last 20 years.

Since 2008 he has been deputy Chair of the locality board of the North West Surrey GP Commissioning Group.

Dr Murray Kopelow

Murray Kopelow, MD, MS(Comm), FRCPC, is the Chief Executive and Secretary of the Accreditation Council for Continuing Medical Education (ACCME), where he leads the ACCME’s efforts to identify, develop, and promote national standards for quality CME that improves physician competence and performance, and contributes to improving medical care for patients and their communities. Dr Kopelow is responsible for the implementation of the ACCME system for accrediting US institutions that offer CME to physicians and other health care professionals, and for the ACCME system of recognizing state and territory medical societies as accreditors for local CME providers. Dr Kopelow has been responsible for overseeing several important changes in this national accreditation system, including the introduction of the 2000 criterion-referenced Essential Areas and Their Elements, the 2004 update of the ACCME’s Standards for Commercial Support: Standards to Ensure Independence, and the 2006 Updated Accreditation Criteria, which position accredited “CME as a Bridge to Quality™.” He coordinated efforts to create and implement the 2010 Markers of Equivalency, which ensure the equivalency of accreditation decision-making between the national ACCME process and the recognized state system. For more than a decade, he has collaborated with the Accreditation Council for Pharmacy Education and the American Nurses Credentialing Center to develop a joint accreditation process that rewards organizations for offering team-focused education that improves patient care.

Dr Kopelow has contributed to the advancement of CME on the national and international level. In the US, he currently serves as a member of the Coalition for Physician Accountability, a Joint Working Group on Maintenance of Certification® CME, and the CEO Advisory Council to the Federation of State Medical Boards’ Maintenance of Licensure Implementation Group. He has served as an advisor to emerging and existing CME accreditation systems in nations around the world and collaborated on the creation of a substantial equivalency recognition process for CME systems outside the US. He currently serves on the CPD Provider Accreditation Standards Working Group of the Royal College of Physicians and Surgeons of Canada-Committee on the Accreditation of CME, and is a member of the Advisory Board for the Journal of European CME (JECEM).

From June through December 2009, Dr Kopelow served as a Special Advisor to the Office of Demand Reduction within the Office of National Drug Control Policy of the Executive Office of the President of the United States. From 2010 through the present, he has worked with the Food and Drug Administration, health care education accreditors, and industry to facilitate the role of accredited CME in supporting the FDA’s Risk Evaluation and Mitigation Strategy for opioid medications.

He has studied tools for the evaluation of clinical competence for medical schools and credentialing organizations in Canada and the United States, and has authored and co-authored more than 30 peer-reviewed and non-peer reviewed articles on evaluation and assessment across the continuum of medical education.

A native of Canada, Dr Kopelow holds a medical degree from the Faculty of Medicine, University of Manitoba, and a Masters of Science in Communications Systems from the Department of Communications Studies at Northwestern University. He is a fellow of the Royal College of Physicians and Surgeons of Canada and a successful participant in that organization’s maintenance of certification program.

Dr Elgin Lichtenauer-Kaligis

Elgin Lichtenauer-Kaligis trained in biochemistry and specialized in molecular genetics and biology and has been active in scientific research for nearly 20 years in many different areas of expertise such as cell biology, oncology, endocrinology, immunology and nutrition. Affiliated subsequently with several Dutch universities and academic hospitals, teaching activities gradually became a more important part of her commission. She has not held a research assignment since 2005, focussing instead entirely on education.
In a European setting of a Network of Excellence she developed an online education platform to meet the needs of the scientific community in the emerging field of nutrigenomics. During this assignment she co-ordinated the collaboration on education between the participating European universities, co-authored and developed several e-learning courses on nutrigenomics, designed the e-learning platform, tutored the learners from all over the world and advocated the integration of the developed e-learning courses into the participating universities’ curricula.

In 2012 she took up the assignment of the European Association of Urology to once more develop an online education platform. Building on existing structures and content, investigating the changing needs of the urology audience and designing and implementing new learning technologies are now her tasks. With this mission she now slowly but steadily shapes EAU Education Online into a platform for science and learning.

**Prof. Dimitris Loukopoulos**

Dimitris Loukopoulos is Deputy Chair of the CME Unit of the European Hematology Association. He has held a number of positions at the CME Unit since 2006, including Chair, accrediting meetings and training tools, and was the Project Lead of the Leonardo da Vinci project “Establishing a system for the accreditation of specialty training and Continuing Medical Education in Hematology across the EU countries” (Agreement 2002-4545/001-001 LE2 22 ACTH).

He graduated from the University of Athens in 1958 and did his post-graduate training in hematology at the Universities of Paris and Utah, USA. His professional development from 1970 was at the University of Athens where he bacam Professor of Medicine and Head in 1993. He retired from clinical practice in 2002 and was awarded the title of Emeritus one year later. Since 2002 he is Visiting Researcher at the Hematology Foundation Athens.

Summary of his other current activities:

(a) Training. Student and staff training in Medicine and Hematology at all levels.

(b) Patient care. Head; First Dept. of Medicine, University of Athens.

(c) Research. During various training periods in Greece and abroad, research in the fields of Immunoglobulins, erythropoiesis, Thalassemia and the hemoglobinopathies. Invited speaker at various Scientific Meetings; author/co-author of several original articles, abstracts, book chapters etc.

(d) Social and Public Activities : Member of various administrative and technical Committees in Greece and abroad.

(e) Other involvement in Education. Organiser of various types of training workshops and seminars in the field of Research and Clinical hematology; Project leader for the first formal Program for Post graduate Training in the Medical School of Athens”.

**Prof. Gordon McVie**

Professor Gordon McVie is widely regarded as a leading international authority in the research and treatment of cancer. Having qualified in the 1960s in science and medicine at Edinburgh University, he was appointed Foundation Senior Lecturer at the Cancer Research Campaign oncology unit at the University of Glasgow in 1975. He trained in the US, and spent sabbaticals in Paris, Sydney and Amsterdam.

He is currently Senior Consultant to the European Institute of Oncology, Milan, and is founding editor of *ecancer.org*, the first free Open Access cancer journal accepted by PubMed. He is visiting professor at the Universities of Milan, Glasgow and Wales.

Previously Professor McVie was Chief Executive of the Cancer Research Campaign (CRC), which, under his aegis, took over sixty molecules from the lab into clinical trial. He led CRC into a merger with Imperial Cancer Research Fund which formed Cancer Research UK, in 2002, and was joint CEO with Sir Paul Nurse.

Throughout the Eighties, he was Clinical Research Director at the National Cancer Institute of the Netherlands. While there he co-founded the European Organisation for Treatment and Research into Cancer (EORTC) New Drug Development Office. As President of EORTC, he set up the present Drug Development Group in Brussels, and with NCI support, the European New Drug Development Network. He followed Sir Walter Bodmer as Chair of the UICC Fellowships Programme in 1990 and held the post for eight years.

In the UK he was one of the architects of the Cancer Trials Networks in Scotland, Wales, and England, and was a founding member of the National Cancer Research Institute

Professor McVie is the recipient of numerous awards and has honorary doctorates in science from six universities. He has served on key committees of AACR and ASCO, and on the boards of the National Cancer Institutes of France, Italy, and Holland. He has authored 340 peer-reviewed articles, and contributed to over 35 books.

His commitment to drug discovery and delivery is evidenced by approximately 240 patents, including...
temozolomide, granted to CRC scientists under his leadership, and the foundation of 10 biotechnology companies based on some of that intellectual property. His clinical interests, apart from new drug discovery and chemoprevention, are in the management of cancers of the lung, ovary, colon, breast and brain. He chairs a biotech company in Adelaide which is taking a saponin derived from a Chinese grass into the clinic, and is a partner with ecancer in 3 FP7 projects on personalised medicine and patient empowerment from the European Commission.

He lives in Bristol, UK, with his wife Claudia who is Chief Executive of the cancer charity Tenovus.

Dr Peter Mills

Peter Mills is an honorary consultant cardiologist at the London Chest Hospital.

His career was in postgraduate education dominantly in clinical cardiology. He was the Chair of the Specialty Training Committee in Cardiology from London and subsequently chair of the Specialist Advisory Committee in Cardiology for the United Kingdom. He was subsequently Chairman of the European Board of the Specialty of Cardiology. His particular interest has been in the assessment of trainees and the development of curricula. Currently he works part-time for the General Medical Council as a member of their Responses to Concerns Assessment Team, is a member of the UEMS e platform working group and a founder member of the European Cardiac Section Foundation.

Jean-Jacques Murama

Jean-Jacques is Director Medical Education ACE (Australia-Canada-Europe) at Eli Lilly, currently heading the ACE Medical Education department as part of the Global Medical Affairs and Development group. During the last 12 years at Lilly, he has held a number of leadership positions in Marketing and Medical Affairs, all with a particular emphasis on advocacy development, health education and performance improvement in healthcare.

Jean-Jacques earned a BSc degree in Biochemistry from Université de Montréal (Canada) and his MBA in Global Management from Thunderbird School of Global Management (Arizona/USA). He is currently living in Geneva Switzerland.

Dr Jonas Nordquist

Jonas Nordquist, PhD, is the director of the Medical Case Centre at Karolinska Institutet and he is the associate DIO, in charge of the strategic educational development for the residency programs at the Karolinska University Hospital. He received his PhD in political science from Stockholm University in Sweden in 2001 and joined Karolinska Institutet in 2003.

He has served as a WHO expert in medical education in the areas of curriculum design of international health professional education and sex and reproductive health. Dr Nordquist is a Harvard-Macy scholar in medical education at Harvard Medical School. He has been involved in projects in more than 40 countries around the world and is the author of three books and several peer-reviews papers.

Dr Nordquist is an affiliated scholar at the Wilson Centre, University of Toronto. He is also visiting faculty at the International Medical University in Kuala Lumpur, Malaysia; Makerere School of Medicine, Kampala, Uganda; medical educational expert to the University of Addis Ababa, Ethiopia; visiting professor and external assessor to the Guatemala Medical Academy.

Jonas Nordquist is also on the planning advisory committee to the Royal College of Physicians and Surgeons of Canada for the International Conference on Residency Education (ICRE) and he serves as the strategic educational expert to the European Hematology Association.

Dr Nordquist’s research focuses on educational leadership and also currently on how physical space impacts on learning.

Marie-Claire Pickaert

Marie-Claire Pickaert is the Deputy Director General of EFPIA, member of EFPIA’s General Management. EFPIA represents the pharmaceutical industry operating in Europe. Through its direct membership of 31 national associations and 41 leading pharmaceutical companies, EFPIA is the voice on the EU scene of companies committed to researching, developing and bringing to patients new medicines that improve health and the quality of life around the world.

Her current responsibilities in EFPIA expand from Secretary of the Statutory General Assembly and statutory and
advisory bodies within EFPIA, to human resources and financial management.

She coordinates specific projects including: coordinating input to EU Presidencies; patient access to new medicines (EFPIA’s Patients’ W.A.I.T. Indicator); EFPIA’s Codes (Healthcare Professionals and Patient Organizations) and the CMPE/EFPIA Joint Declaration on Relationships between Medical Doctors and Pharmaceutical Companies. Ms Pickaert directs EFPIA’s work on codes compliances and ethics.

Building on her practical experience in pricing and reimbursement negotiations with national authorities, she advises membership and ad hoc groups in the area pricing and healthcare coverage, including on aspects relating to the “Transparency” Directive.

Ms Pickaert has initiated and coordinates the “Medicines for Mankind” project, an EFPIA publication showcasing pharmaceutical research’s contribution to patients’ health. She has also contributed to administrative and financial aspects in the setting up of the IMI JU and EFPIA’s participation in the IMI JU.

Dr Susanna Price

Dr Susanna Price trained in cardiology and intensive care medicine, and is currently a Consultant Cardiologist & Intensivist at the Royal Brompton Hospital, and an Honorary Senior Lecturer at Imperial College, London. Her main interests are cardiovascular critical care, extracorporeal mechanical cardiopulmonary support, and peri-operative echocardiography, in particular for adult congenital heart disease and transcatheter valve procedures. She is Regional Advisor for the Faculty of Intensive Care Medicine (NW Thames) and sits on numerous committees, including chairing the education committee of the Acute Cardiovascular Care Association of the European Society of Cardiology, is a member of the Education committee for the ESC, the Intensive Care Society and the British Society of Echocardiography (with respect to intensive care). She is also an author of numerous educational papers, including training novice practitioners in focused echocardiography, and in response to the ILCOR guidelines of 2010 devised a National course on training novice practitioners in the use of ALS-compliant echocardiography, now run by the Resuscitation Council-UK. She has published numerous papers and book chapters ranging from basic echocardiography to adult congenital heart disease in critical care, and lectures worldwide, and in addition to sitting on the editorial board of a number of journals, and has co-edited books in cardiothoracic intensive care and acute cardiac care.

Eugene Pozniak

Eugene is Programme Director of European CME Forum, a Not-For-Profit organisation and Managing Director of Siyemi Learning, an independent European CME provider. Following his degree in Chemistry, Eugene spent 12 years working in a variety of positions in the pharmaceutical industry, advertising and medical communications agencies.

He left the promotional sector for good in 2000, working since then exclusively in Continuing Medical Education (CME), initially devising and delivering e-learning for the European Society of Cardiology – “ESCed” being the first CME accredited e-learning platform in Europe. He worked as Director of CME ex-US for Wolters Kluwer Health, before setting up Siyemi Learning in 2006 – an independent CME Provider in Europe.

He co-founded the European CME Forum with Peter Llewellyn in 2008 and is a founding member of the Good CME Practice Group: both initiatives looking specifically at how European CME can be progressed through sharing experiences and co-operation between key stakeholder groups to set or improve standards.

Eugene has delivered over 500 hours of CME accredited meetings and 50 hours of accredited e-learning, primarily for European doctors (pan-European and national), but also has experience in CME for North America, Latin America, South East Asia, Japan, India and the Middle East.

He serves on the Editorial Board of the Journal of European CME (JECME), and on the Board of the Global Alliance for Medical Education (GAME)

Lawrence Sherman

Lawrence Sherman FACEHP, CCMEP is Senior Vice President, Strategic Education at Prova Education. Prova Education designs, develops and implements strategic continuing medical education initiatives globally that are based on comprehensive needs assessments, utilize methodologies designed to help learners ultimately improve patient care and outcomes, and that are evaluated using a variety of outcomes measures.

Lawrence is a frequent speaker at global conferences, including talks at TEDX Maastricht and Singularity University. Frequent lecture topics include:

- Humor in medical education
- Needs assessments and outcomes in medical education
• Customer service in medicine
• Understanding learners in medical education
• Healthcare communications
• Future of healthcare education
• Interdisciplinary healthcare education

He often moderates consensus panels and curriculum development meetings and also leads the podium skills training sessions during speaker training meetings. In January 2007, Lawrence was named a Fellow of the Alliance for Continuing Education in the Health Professions (FACEHP). In July 2008, Lawrence was amongst the first to successfully pass the NC-CME examination. Lawrence is also the site surveyor for the ACCME, and is a past member of the Board of Directors of the North American Association of Medical Education Companies (NAAMEC), and has served as an appointed member of the Professional Education Committee of the American Heart Association.

He is a regular contributor to Medical Meetings magazine where his column, Lighten Up, presents a lighthearted look at key issues in medical education. His XM Satellite radio show, Lifelong Learning, airs on ReachMD regularly, and features interviews with healthcare professions focusing on the role of CME for practicing clinicians.

Lawrence is also a Clinical Instructor in Emergency Medicine for the Emergency Medical Institute and Center for Learning and Innovation of the North Shore Long Island Jewish Health System in Long Island, New York, and has lectured in the Healthcare Communications program at the Center for Communicating Science at Stony Brook University in New York.

Carin Smand

Carin Smand has been Managing Director of the European Hematology Association (EHA) since 2008, which has its Executive Office in The Hague, The Netherlands. EHA, a nonprofit organization founded in 1992, promotes excellence in clinical practice, research and education in European hematology. Since she started to work for EHA her main focus is to further professionalize the organization by the development and implementation of the association’s strategy and policy especially in the areas of Continuing Medical Education, the relationship with pharmaceutical industry, lobbying activities and international collaboration.

After a 10 year career in accountancy and tax she worked for 11 years for the Dutch Health Care Insurance Board as policy maker and Secretary of various medical specialty committees, advising the Minister of Health on the public health care insurance system. After that she worked as national coordinator organ and tissue donation for the Dutch Transplant Foundation.

Carin Smand studied Health Sciences (policy and strategy) at the University of Maastricht and Business Economics at the Hogeschool van Amsterdam (Amsterdam University of Applied Sciences).

Prof. Robin Stevenson

Professor Robin Stevenson is a retired consultant physician in respiratory medicine from Glasgow Royal Infirmary. His main clinical interest was Intermediate Care in COPD and he pioneered the use of Hospital at Home for patients with acute exacerbations. He continues to be involved in training and CME accreditation at the European level and is the immediate past-President of the European Board for Accreditation in Pneumology and serves on the Hermes taskforce which has published a European curriculum for respiratory medicine and has also established a European examination in pneumology. Robin is a member of the UEMS Working Group on CME/CPD and is the immediate past-President of the Pneumology Section & Board of the UEMS.

Robin is Editor-in-Chief of the recently launched Journal of European CME (JECME) an online only, open access, peer review journal on CME-CPD practice.

Dr Eva Thalmann

Eva Thalmann, PhD, is Head of External Scientific Relations and Medical Education at Janssen Medical Affairs Europe, Middle East and Africa. Throughout her carrier she was working in Oncology/Hematology, Nephrology and Virology. As Head of External Scientific Relations she is leading a group of Medical Education Scientific Relation Leaders in Hematology, CNS, Immunology, Diabetes and Virology. The focus of the group is implementation of educational projects supported by Janssen, as well as grant support for CME programmes and a focus on close connections to major European Medical Societies as well as to top experts. She is member of several internal strategic groups and helped to implement Pan-European Health Care Compliance Guidelines and Standard Operating Procedures in Medical Education for Janssen.

Eva Thalmann obtained a PhD in Biochemistry from the University of Vienna and joined Janssen-Cilag in 1990. She had various positions in Medical Affairs and Strategic Marketing for Janssen and Johnson & Johnson within Europe and US.
The Good CME Practice Group

According to the plans of the Good CME Practice Group and following the recent publication of the Core Principles in *Current Medical Research and Opinion*, the group is now opening up its membership to European education providers.

The aim of the Good CME Practice Group is to guide how European CME providers contribute to improving health outcomes. It will do this by:

**Championing best practice in CME**

**Maintaining and improving standards**

**Mentoring and educating**

**Working in collaboration with critical stakeholders.**

The plan is to create a broad and representative cross-section of providers from across Europe, to contribute to the CME discussion. It will also serve as a demonstrable commitment to third parties that the member organisations are valuable and knowledgeable partners in the design and deliver of CME programmes, and are committed to working to the highest standards in Europe.

To be eligible to join, candidate organisations must:

- Be a registered European legal entity with a European operating office
- Demonstrate a proven track record in the design, delivery and evaluation of CME accredited programmes in Europe
- Agree to adhere to the principles of the gCMEp group
- Pay the annual membership fee.

**The 4 Core Principles***

**Appropriate education**

CME providers should ensure that educational activities have clear learning objectives that are derived from a coherent and objective process that has identified performance gaps and unmet educational needs. The education must be designed to positively reinforce existing good practice and effect a sustained change in daily clinical practice as appropriate.

**Balance**

Balance needs to be evident in content, faculty and review. Content has to be developed independently of the sponsor and reflect the full clinical picture within the framework of the learning objectives.

**Transparency**

All relevant information should be disclosed to the learner so that they understand fully how the content has been developed and presented. This includes the terms of the financial support, relevant disclosures of faculty and organisations involved in the development of the scientific content and the presentation of the programme.

**Effectiveness**

Post-activity evaluation should measure satisfaction, knowledge uptake and intent to maintain or change behaviour in line with learning objectives.

For more information see: www.gCMEp.eu

### Delegates

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