



LDP
APAO
Leadership
Development
Program



2024 APAO LDP MASTER CLASS CLASS XIII (2024-2025)

SEPTEMBER 13-15, 2024
KATHMANDU, NEPAL



LDP
APAO
Leadership
Development
Program

Organizers:



2024 LDP MASTER CLASS
ASIA-PACIFIC ACADEMY OF OPHTHALMOLOGY LEADERSHIP DEVELOPMENT PROGRAM

September 13th (Friday) to 15th (Sunday) 2024

Park Village Resort by KGH Group, Budhanilkantha, Kathmandu, Nepal



Proudly Hosted by the Nepal Ophthalmic Society (NOS)

Faculty and Invited Speakers

Prof. Muhammad MOIN (Pakistan)
Dr. Shaheeda MOHAMED (Hong Kong, China)
Dr. Linda TSAI (United States)
Ms. Marsheila DEVAN (United States)
Dr. Vivek DAVE (India)
Prof. Madhuwanthi DISSANAYAKE (Sri Lanka)
Prof. Meenu CHAUDHARY (Nepal)

Local Organizing Committee

Prof. Meenu CHAUDHARY
Dr. Purushottam JOSHI

Local Secretariat

Mr. Raju KC

APAO Secretariat

Ms. Clare MOK, Ms. Helen LIANG, Ms. Aida PARAMBIR

DAY 1 SEPTEMBER 13 (FRIDAY) 2024	
08:30 – 09:00	Faculty Meeting
08:30 – 09:00	LDP Participants Registration
Welcome by the NOS (09:00 – 09:15)	
GETTING THE TEAM TOGETHER	
09:15 – 09:30	Introduction to the LDP Masterclass <i>Muhammad Moin</i>
09:30 – 09:45	Working in Teams: Helium Stick Exercise <i>All faculty</i>
09:45 – 10:00	Steps of Team Building <i>Vivek Dave</i>
10:00 – 10:15	The Physician-Industry Relationship: Role for Physicians <i>Muhammad Moin</i>
10:15 – 10:45	Group Activity (Physician Industry Relationship, Sunda Scenario 1) <i>All faculty</i>
Group Photo & Break (10:45 – 11:15)	
EMOTIONAL INTELLIGENCE & ORGANIZATIONAL LEADERSHIP	
11:15 – 11:30	Focusing Inward: How are YOU Tracking? <i>Shaheeda Mohamed</i>
11:30 – 11:45	Understanding Others <i>Linda Tsai</i>
11:45 – 12:00	Organizational Leadership <i>Vivek Dave</i>
12:00 – 12:30	Group Activity (Organizational Skills, Sunda Scenario 2) <i>All faculty</i>
Lunch (12:30 – 13:30)	
ADVOCACY & INFLUENCE	
13:30 – 13:45	The Art of Influence <i>Linda Tsai</i>
13:45 – 14:00	The Advocacy and Campaigning Cycle (What & How) <i>Muhammad Moin</i>
14:00 – 14:10	The Advocacy and Campaigning Cycle (Implement & Evaluate) <i>Shaheeda Mohamed</i>
14:10 – 15:00	Group Activity (Advocacy, Sunda Scenario 3) <i>All faculty</i>
Afternoon Break (15:00 – 15:30)	
GETTING THE MESSAGE ACROSS (1)	
15:30 – 17:00	Communicating with Confidence Part 1 <i>Marsheila DeVan</i>
LDP QUIZ (via Kahoot) (17:00 – 17:10)	
Taste of Nepal: Get-to-Know-You Dinner (18:30 – 21:30)	

DAY 2 SEPTEMBER 14 (SATURDAY) 2024	
GETTING THE JOB DONE	
08:30 – 08:45	Levelling the Playing Field: The Diversity Imperative <i>Meenu Chaudhry</i>
08:45 – 09:00	Ethical Leadership: Principles & Examples <i>Madhuwanthi Dissanayake</i>
09:00 – 09:30	Managing Meetings Effectively <i>Muhammad Moin</i>
09:30 – 10:00	Group Activity (Managing Meetings, Sunda Scenario 4) <i>All faculty</i>
Morning Break (10:00 – 10:30)	
LEADING YOURSELF	
10:30 – 10:45	Leadership and the Art of Juggling: Work Life Balance <i>Madhuwanthi Dissanayake</i>
10:45 – 11:00	Leading & Managing Change <i>Linda Tsai</i>
11:00 – 11:15	Force Field Analysis <i>Muhammad Moin</i>
11:15 – 11:30	Leading in a Global World: Cultures and Organizations <i>Shaheeda Mohamed</i>
11:30– 12:00	Group Activity (Hofstede Model) <i>All faculty</i>
Lunch (12:00 – 13:00)	
LEADERSHIP PROJECTS	
13:00 – 13:20	Leadership Effectiveness <i>Muhammad Moin</i>
13:20 – 13:30	Leadership & Management <i>Meenu Chaudhry</i>
13:30 – 13:40	Perspectives on the LDP Project <i>Shaheeda Mohamed</i>
13:40 – 14:10	Group Activity: Refining Your Project <i>All faculty</i>
LDP QUIZ (via Kahoot) (14:10 – 14:20)	
Discover Nepal: A Timeless Journey to Bhaktapur Durbar Square (14:30 onwards)	

DAY 3 SEPTEMBER 15 (SUNDAY) 2024	
GETTING THE MESSAGE ACROSS (2)	
08:00 – 09:30	Communicating with Confidence Part 2 <i>Marsheila DeVan</i>
Morning Break (09:30 – 10:00)	
NEGOTIATION	
10:00 – 10:15	Plan your negotiation strategy <i>Vivek Dave</i>
10:15 – 10:30	Key Tactics for Successful Negotiation <i>Madhuwanthi Dissanayake</i>
10:30 – 11:00	Group Activity (Sunda Scenario 5, Negotiation Skills) <i>All faculty</i>
LDP QUIZ (via Kahoot) (11:00 – 11:10)	
CONCLUSION	
11:10 – 11:25	Questions for a Reflective Leader <i>Muhammad Moin</i> APAO LDP Graduation: New Delhi, India <i>Muhammad Moin</i>
11:25 – 11:40	Evaluation Feedback <i>All participants</i> Closing Comments and Thanks <i>All faculty</i>
Lunch (11:40 – 12:30)	

GRADUATING CLASS	
APAO 2025 CONGRESS, NEW DELHI, INDIA (APRIL 3–6, 2025)	

HOST

APAO

New Delhi, India
April 3 – 6, 2025

CO-HOST

AIOS

2025

APAO

The 40th Asia-Pacific Academy of Ophthalmology Congress

In Conjunction with
The 83rd Annual Conference of
the All India Ophthalmological Society

LDP FACULTY

Prof. Muhammad MOIN

MBBS, MRCOphth, FRCOphth, FRCS, MCPS-HPE



Prof. Muhammad MOIN graduated from the APAO Leadership Development Program in 2012 and has been the chair of the LDP program since 2019. He is the founder and director of the Ophthalmological Society of Pakistan (OSP) Leadership Development Program. He holds fellowships from 2 Royal colleges of the UK, namely FRCOphth (UK) and FRCSEdin, and 2 subspecialty fellowships from the USA, namely Oculoplastics and Orbit from the University of Cincinnati, and Vitreo-retina from the University of Arizona. He has also obtained a Masters in Medical Education from CPSP Pakistan, a Certificate in Medical Journalism from Pakistan, and a Certificate in Leadership from APAO.

He is currently working as Pro Vice Chancellor King Edward Medical University. And Principal College of Ophthalmology & Allied Vision Sciences, Lahore. He has worked as a Professor of Ophthalmology for 15 years and as Director of Medical Education for 8 years. As the Immediate Past President of the OSP, Lahore Branch, he organized the AACO in 2022 and the APOTS meeting in 2023 in Lahore. He has served as the General Secretary and Treasurer of OSP, Lahore and as the President and General Secretary of the Pakistan Oculoplastics Association.

He remained the Editor in Chief of the *Pakistan Journal of Ophthalmology* for 8 years from 2015-23 and got the journal indexed in *Scopus*. Now he is the Editor in Chief of the *Ophthalmology Pakistan* journal.

He has participated as a speaker in more than 250 Conferences including APAO, ICO and AAO. He has published 65 papers and authored 3 books, including a book on OCT, a book on ROP and co-authored a textbook in ophthalmology. He has trained 34 postgraduate fellows in ophthalmology, 10 trainees in a master's program in ophthalmology, 11 diploma students, 5 fellows in vitreo-retina and 1 fellow in oculoplastics.

He has obtained major grants from the Fred Hollows Foundation to establish retinopathy of prematurity services and vitreo-retinal and pediatric ophthalmology subspecialties in 2 medical colleges. He developed the curriculum for fellowships in oculoplastics and orbit for CPSP and UHS.

He received the Holmes Lecture Award from APAO in 2023, the Highest Academic Medal from OSP in 2021, and the Distinguished Service & Achievement Awards from APAO in 2014, 2015 and 2017. He was honored with the International Ophthalmologist Education Award and the International Scholar Award by AAO in 2016 and 2018.

Dr. Shaheeda MOHAMED



Dr. Shaheeda MOHAMED is an ophthalmologist with expertise in vitreoretinal diseases and surgery, working as a Consultant at the Hong Kong Eye Hospital, and an Honorary Clinical Assistant Professor at the Department of Ophthalmology and Visual Sciences, the Chinese University of Hong Kong.

She is a graduate of the Asia-Pacific Academy of Ophthalmology Leadership Development Program, and holds a Master of Public Health degree. She is a recipient of the Asia-Pacific Academy of Ophthalmology Achievement Award. She has a keen research interest in vitreoretinal surgery and macular diseases. She is involved in teaching vitreoretinal fellows and ophthalmology residents. She has actively participated in national eye screening programs, and in education campaigns for the general public as well as primary health care physicians to increase awareness of eye diseases.

She is a member of the American Academy of Ophthalmology, the Hong Kong Medical Association, and the British Medical Association.

Dr. Linda M. TSAI

MD, FACS



Dr. Linda Tsai is a Professor of Ophthalmology at Washington University in St. Louis, Missouri, USA and specializes in comprehensive ophthalmology and refractive cataract surgery. She obtained her BA and MD from Northwestern University in Chicago, Illinois with the Honors Program in Medical Education. She was a Howard Hughes Research Scholar at the National Eye Institute during her medical school career. Her post MD training includes a Medical Internship at the McGraw Medical Center of Northwestern University in Chicago and an Ophthalmology Residency at the Barnes-Jewish Hospital in St. Louis, Missouri.

Dr. Tsai graduated from the American Academy of Ophthalmology (AAO) LDP program in 2009 and served as the AAO LDP Director from 2017-2020. She was on the AAO Board of Trustees from 2012 to 2015. Her interests include Ophthalmic education, and she has served as Chair of the AAO Basic and Clinical Science Course Lens and Cataract book (BCSC), Chair of the AAO Item Review Group, and Chair of the AAO Self-Assessment Committee Comprehensive section. She became Course Director for the entire AAO BCSC in 2024. For her work with the AAO, she has received two AAO Secretariat awards and is a recipient of the AAO Senior Achievement Award.

She is also active with the American Board of Ophthalmology (ABO) and has served as chair of the Comprehensive Exam Development Committee as well as participates as an Associate Examiner and a Mentor Examiner. She is a past President of the Missouri Ophthalmological Society of Eye Physicians and Surgeons and past President of the Chinese American Ophthalmological Society. She is a past editorial member of the APJO and currently serves as the Comprehensive Section Editor of EyeNet Magazine.

In addition to maintaining a busy clinical practice, and teaching cataract surgery to residents, Dr. Tsai has been involved in several cataract teaching courses in the United States and abroad. She has authored basic ophthalmology chapters in the McGraw- Hill textbook Current Diagnosis and Treatment: Surgery and the Washington University Manual of Outpatient Internal Medicine and Therapeutics.

Dr. Tsai has been part of the APAO LDP faculty since 2010. Her involvement in the APAO Leadership Development Program has been one of the highlights of her professional and personal life, and she deeply values the friendships she has made through the program over the years.



Ms. Marsheila DEVAN

Ms. Marsheila DEVAN is the founder of Marsheila DeVan Communications Consulting (MDCC) with over 30 years of experience. Her expertise includes work within the university systems as well as the pharmaceutical and medical industries, concentrating on professional speaker development, interpersonal skills improvement, meeting moderation, media training, curriculum development and one-to-one coaching.

Marsheila holds a Bachelors Degree in Political Science from the University of California, Los Angeles and a Masters of Business Administration from the University of California, Irvine with a concentration in Organizational Behavior and Strategic Planning.

Her outstanding communication skills and ability to work with diverse audiences earned her multiple national awards. Her international experience includes teaching to multiple nationalities and specialties in location such as Thailand, Switzerland, Hungary, Spain, Austria, Germany, Pakistan, Australia, Mongolia and Mexico to name a few.

Marsheila's presentations are packed with thought-provoking, practical and proven methods for achieving confidence, credibility, and composure. Her demeanor, humor and approach to training create an open and comfortable learning environment that results in a high level of interaction and learning.

Dr. Vivek DAVE

MD, DNB, FRCS(UK), FICO(UK), MNAMS



Dr. Vivek DAVE completed his primary medical education at Seth G.S. Medical College, Mumbai and did his MD (Ophthalmology) at the All India Institute of Medical Sciences, New Delhi. He is also a diplomate of the National Board of Examinations (Ophthalmology), a fellow of the Royal College of Surgeons of Glasgow, United Kingdom, a fellow of the International Council of Ophthalmology and a Member of the National Academy of Medical Sciences. He also pursued a fellowship in vitreoretinal services at L V Prasad Eye Institute and was a senior registrar for glaucoma services at AIIMS.

Dr. DAVE is a mentor faculty for ORBIS CyberSight, a leadership development program mentor faculty with the Asia-Pacific Academy of Ophthalmology, and serves as an Adjunct Assistant Professor of Ophthalmology in Rochester, USA. He is on the editorial boards of *Seminars in Ophthalmology*, the *Indian Journal of Ophthalmology* and *British Medical Journal's BMC Ophthalmology*. Additionally, he is an associate board member in the Asia-Pacific Academy of Ophthalmology's Congress Committee, Board member of the Asia Pacific Ophthalmic Trauma Society and of the International Society of Ocular Trauma. Dr. DAVE has received numerous national and international awards from the Uveitis Society of India, All India Ophthalmological Society, Vitreoretinal Society of India, Asia-Pacific Academy of Ophthalmology, and the Asia Pacific Vitreoretinal Society, the notable ones being the Namperumalsamy Young Researcher Award from the Vitreo Retina Society of India and the Distinguished Service Award from the Asia-Pacific Academy of Ophthalmology.

Dr. DAVE is a clinical investigator in 6 clinical trials and has received two competitive research grants. By the time of this writing, Dr. DAVE has delivered over 275 podium presentations and lectures and had 137 peer-reviewed international scientific research publications. Besides treating patients and research, he loves to spend his free time with his family, amidst nature and music. He is also an avid fitness enthusiast.

Dr. DAVE's surgical expertise lies in vitreo-retinal diseases (complex vitreoretinal surgery, retinal trauma, diabetic eye surgeries, endoscopic vitreoretinal surgery and endophthalmitis management).

Prof. Madhuwanthi DISSANAYAKE

MBBS, MD (Ophth) CTHE, SEDA (UK)



Prof. M. Madhuwanthi DISSANAYAKE is a Consultant Eye Surgeon and a Professor attached to the Faculty of Medicine, University of Colombo, Sri Lanka. She obtained her MBBS degree with honors from the Faculty of Medicine, University of Colombo, winning the Drogo Austin Gold Medal for Orthopaedics in 1995. She received her training in ophthalmology at the National Eye Hospital Colombo and Sri Jayewardenepura General Hospital, Kotte. Her post-MD training was at Tennant Institute of Ophthalmology, Glasgow, Scotland.

She was board-certified as a specialist in ophthalmology in 2005 and serves as the Chairperson of the special senses module of the Faculty of Medicine, University of Colombo. She has been an active member of the College of Ophthalmologists of Sri Lanka since 2012, and served as the Joint Secretary in 2013.

She graduated from the APAO LDP program in 2015. She was also awarded the APAO ZOC Travel Grant for Invited Speakers at APAO in Guangzhou in the same year.

Her research interests include anatomy, ophthalmology and ophthalmic education, ethics and professionalism, and communication in postgraduate medical education. As an active researcher, she has several publications and presentations at various local and international forums. She was awarded the BMJ South Asia Award for Excellence in Medical Education for work related to her APAO LDP project in 2015. She and her team won the best oral presentation award at the Annual Congress of the College of Ophthalmologists of Sri Lanka in 2016 and 2019.

Prof. DISSANAYAKE is a member of the Board of Study in Ophthalmology, and an examiner at the Postgraduate Institute of Medicine, University of Colombo in Ophthalmology and Surgery. She also contributed to the development of Ophthalmology in Sri Lanka by steering the College of Ophthalmologists of Sri Lanka as its 26th President in 2017.

She is an active member of the Leadership Development Standing Committee, Women in Ophthalmology (WIO) Standing Committee and the Ophthalmic Education Standing Committee of the APAO and holds the position of Jt Editor for the College of Ophthalmologists of Sri Lanka from 2021 to date.

With her contributions over the years to the APAO annual Congresses, Prof. DISSANAYAKE was awarded the APAO Achievement Award in 2023.

Prof. Dr. Meenu CHAUDHARY

MD



Prof. Dr. Meenu CHAUDHARY, MD, President of Nepal Ophthalmic Society and Head of the Department of Ophthalmology at B.P. Koirala Lions Center for Ophthalmic Studies, Institute of Medicine, Tribhuvan University, is a cornea and cataract specialist.

She received the APAO Distinguished Service Award 2023 in Kuala Lumpur, Malaysia. Recipient of APAO Achievement Award in 2024 at Bali, Indonesia. She is a cornea fellow of the Aravind Eye Hospital, Madurai, India and an ICO fellow in 2008. She was the first candidate from Nepal to graduate for Leadership Development from the Asia-Pacific Academy of Ophthalmology (APAO) LDP Program in 2014-2015.

She is an Associate Editor of the *Nepalese Journal of Ophthalmology* and a member of the Health Science Cluster Committee at the University Grants Commission. As an active researcher who has presented at various national and international conferences, she has many national and international publications in her name.

She is also a core member of the Hospital Cornea Retrieval Program, which was launched in 2012 at Tribhuvan University Teaching Hospital under her leadership in collaboration with the Nepal Eye Bank to curb corneal blindness in Nepal.

Her achievements include:

- Order of Merit – “Nepal Samman” by Everest Foundation in 2007 (for serving the country in the field of eye)
- Certificate of Appreciation as Best Faculty – Institute of Medicine (2010)
- Seva Padak - Best Teacher’s Award by Tribhuvan University (2013)
- Felicitated by Nepal Eye Bank, Nepal & Sight Life USA for helping in the collection of the maximum number of good quality corneas through HCRP (2018)
- 2019 ARVO Foundation Developing Country Eye Researcher Travel Fellowship: Annual Meeting of the Association for Research in Vision and Ophthalmology (ARVO) in Vancouver, British Columbia, Canada
- Gold Medal for Scientific Contribution at the Indian Society of Cataract & Kerato-refractive Surgery (ISCKRS), New Delhi, India. (2019)
- Associate Member of Standing Education Committee of the Asia-Pacific Academy of Ophthalmology
- Member of Asia Pacific Ophthalmic Trauma Society (APOTS), AIOS
- Organizing Vice Chairperson for SAARC Academy of Ophthalmology Conference 2018, Kathmandu, Nepal

APAO Participant Profile

(in alphabetical order by Last Name)



Rachel CHONG
(Singapore)



Andi Tenrisanna DEVI
(Indonesia)



Christopher GO
(UK/Australia)



Nazli GUL
(Pakistan)



Lom orng KIRY
(Cambodia)



Pei-Kang LIU
(Chinese Taipei)



Yusuke MURAKAMI
(Japan)



Hong Kee NG
(Malaysia)



Sagara Nishan
PATHIRAGE
(Sri Lanka)



Pg Nur Hidayatul Fitri
PG OTHMAN
(Brunei Darussalam)



Vannakorn
PRUKSAKORN
(Thailand)



Prasanna Venkatesh
RAMESH
(India)



Raymond Nelson
REGALADO
(Philippines)



Ashraful Huq RIDOY
(Bangladesh)



Kendrick Co SHIH
(Hong Kong, China)



Arjun SHRESTHA
(Nepal)



Myawutyee SOE
(Myanmar)



Nguyen THI THU HIEN
(Viet Nam)



Undarmaa TUMURBAATAR
(Mongolia)

Local Participant Profile

(in alphabetical order by Last Name)



Kabindra BAJRACHARYA



Isha BISTA



Sanjeeta SITAULA



Ashma MANANDHAR



Suresh BK RASAILY



Ranjeet Kumar SAH



Bibhuti THAPA



Keepa VAIDYA



Amit Kumar YADAV



Reena YADAV



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