

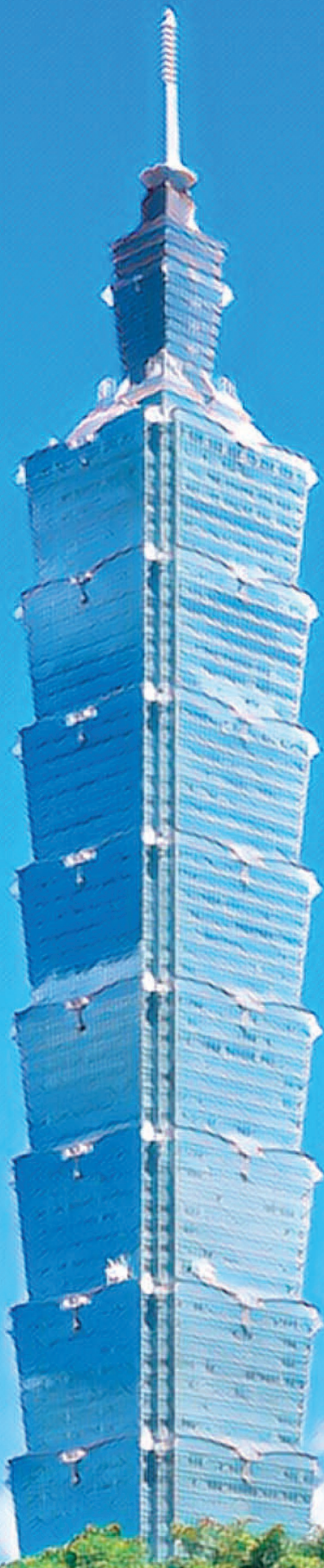
ASIA-PACIFIC ACADEMY<sup>®</sup>  
OF OPHTHALMOLOGY



# 2025 APAO LDP MASTER CLASS

**LDP Class XIV  
(2025-2026)**

**August 22-24, 2025  
Taipei City**



**2025 APAO LDP MASTER CLASS**  
**ASIA-PACIFIC ACADEMY OF OPHTHALMOLOGY LEADERSHIP DEVELOPMENT PROGRAM**

**August 22 – 24, 2025 | Taipei City**  
**Caesar Park Hotel Taipei**



**Proudly Hosted by The Ophthalmological Society of Chinese Taipei**

**Faculty and Invited Speakers**

Prof. Muhammad MOIN (Pakistan)  
Dr. Shaheeda MOHAMED (Hong Kong, China)  
Dr. Catherine GREEN (Australia)  
Dr. Sherman VALERO (Philippines)  
Dr. Vivek DAVE (India)  
Dr. Linda TSAI (United States)  
Ms. Marsheila DEVAN (United States)  
Mr. Able CHEONG (Singapore) – ExperienceChange Workshop Facilitator

**Local Organizing Committee**

Prof. I-Jong WANG, President, The Ophthalmological Society of Chinese Taipei  
Asst. Prof. Chiun-Ho HOU, Secretary-General, The Ophthalmological Society of Chinese Taipei  
A/Prof. Jia-Kang WANG, Deputy Secretary-General, The Ophthalmological Society of Chinese Taipei  
A/Prof. I-Chan LIN, Deputy Secretary-General, The Ophthalmological Society of Chinese Taipei  
A/Prof. Chia-Jen CHANG, Deputy Secretary-General, The Ophthalmological Society of Chinese Taipei

**Local Secretariat**

Ms. Mavis CHIU, Secretariat, The Ophthalmological Society of Chinese Taipei  
Mr. Brian LIN, Project Manager, Brightllence Consultant Co., Ltd.

**APAO LDP Standing Committee & Secretariat**

A/Prof. De-Kuang HWANG (Associate Member)  
Ms. Clare MOK, Ms. Helen LIANG, Ms. Jessica LAU



DAY 1 AUGUST 22 (FRIDAY) 2025	
08:00 – 08:30	LDP Participants Registration
08:00 – 08:30	LDP Faculty Meeting
WELCOME BY HOST (08:30 – 08:45)	
GETTING THE TEAM TOGETHER	
08:45 – 09:00	Introduction to the LDP Masterclass <i>Muhammad MOIN / Shaheeda MOHAMED</i>
09:00 – 09:15	Working in Teams: Helium Stick Exercise <i>All Faculty</i>
09:15 – 09:30	Steps of Team Building <i>Vivek DAVE</i>
09:30 – 10:00	The Physician-Industry Relationship: Role for Physicians <i>Muhammad MOIN</i>
10:00 – 10:15	Leveling the Playing Field; The Diversity Perspective <i>Catherine GREEN</i>
10:15 – 10:30	Ethical Leadership: Principles & Examples <i>Sherman VALERO</i>
10:30 – 11:00	Group Activity (Physician Industry Relationship, Sunda Scenario 1) <i>All Faculty</i>
GROUP PHOTO & BREAK (11:00 – 11:30)	
EMOTIONAL INTELLIGENCE & ORGANIZATIONAL LEADERSHIP	
11:30 – 11:45	Focusing Inward: How are You Tracking? <i>Shaheeda MOHAMED</i>
11:45 – 12:00	Understanding Others <i>Linda TSAI</i>
12:00 – 12:15	Organizational Leadership <i>Muhamad MOIN</i>
12:15 – 12:45	Group Activity (Organizational Skills, Sunda Scenario 2) <i>All Faculty</i>
LUNCH BREAK (12:45 – 13:30)	
ADVOCACY & INFLUENCE	
13:30 – 13:45	The Art of Influence <i>Vivek DAVE</i>
13:45 – 14:00	Managing Meetings Effectively <i>Muhammad MOIN</i>
14:00 – 14:10	The Advocacy and Campaigning Cycle <i>Linda TSAI</i>
14:10 – 15:00	Group Activity (Advocacy, Sunda Scenario 3) <i>All Faculty</i>
BREAK (15:00 – 15:30)	

GETTING THE MESSAGE ACROSS (1)	
15:30 – 17:00	<b>Communicating with Confidence Part 1</b> <i>Marsheila DeVan</i>
17:00 – 17:15	<b>Leading in a Global World: Cultures and Organizations</b> <i>Shaheeda MOHAMED</i>
17:15 – 17:45	<b>Group Activity (Hofstede Model)</b> <i>All Faculty</i>
17:45 – 18:00	<b>LDP Quiz (via Kahoot)</b> <i>Sherman VALERO</i>
<b>GATHERED AT THE TABLE: WELCOME DINNER WITH THE HOST</b> <b>(18:30 – 20:30)</b>	

DAY 2 AUGUST 23 (SATURDAY) 2025	
EXPERIENCE CHANGE	
08:00 – 09:15	<b>Expectation Setting and Check-in</b> <b>Basic Practices for Change</b> Change Models, Concepts & Psychology of Change The case study for Change <i>Able CHEONG</i>
BREAK (09:15 – 09:30)	
09:30 – 10:00	<b>Introduction to Change</b> Stakeholder Interviews, Force Field Analysis <i>Able CHEONG</i>
10:00 – 11:00	<b>Planning &amp; Methods for Collaboration &amp; Change</b> <i>Able CHEONG</i>
BREAK (11:00 – 11:15)	
11:15 – 12:15	<b>Implementing Change</b> Managing the tension between task and relationship as a leader of change <i>Able CHEONG</i>
12:15 – 12:30	<b>Simulation Debrief</b> <i>Able CHEONG</i>
LUNCH BREAK (12:30 – 13:15)	
LEADERSHIP PROJECTS	
13:15 – 13:20	<b>Introduction to Step-back Consultation</b> <i>Sherman VALERO</i>
13:20 – 14:30	<b>Group Activity: Step-back Consultation of Your Project</b> Four APAO LDP participants per group, with one faculty member Each participant has 17 minutes to present their project (Group members need Project briefs of all 4 participants) <i>All Faculty</i>
HERITAGE & GASTRONOMY: FROM PALACE TREASURES TO TASTY PLEASURES (14:30 – 20:30)	

DAY 3 AUGUST 24 (SUNDAY) 2025	
GETTING THE MESSAGE ACROSS (2)	
08:00 – 09:30	<b>Communicating with Confidence Part 2</b> <i>Marsheila DeVan</i>
BREAK (09:30 – 09:45)	
NEGOTIATION	
09:45 – 10:00	<b>The Art of Juggling: Work Life Balance</b> <i>Linda TSAI</i>
10:00 – 10:15	<b>Key Tactics for Successful Negotiation</b> <i>Catherine GREEN</i>
10:15 – 10:30	<b>Group Activity (Negotiation Skills, Sunda Scenario 4)</b> <i>All Faculty</i>
10:30 – 10:40	<b>LDP Quiz (via Kahoot)</b> <i>Vivek DAVE / Shaheeda MOHAMED</i>
CONCLUSION	
10:40 – 10:55	<b>Questions for a Reflective Leader</b> <i>Muhammad MOIN</i>
	<b>APAO LDP Graduation: Hong Kong</b> <i>Muhammad MOIN</i>
10:55 – 11:05	<b>Closing Comments and Thanks</b> <i>All Faculty</i>
	<b>Evaluation Feedback (online form)</b> <i>All Participants</i>
COMPLETION CEREMONY & GROUP PHOTO (11:05 – 11:30)	
LUNCH BREAK (11:30 – 12:30)	



HONG KONG FEB 5-8, 2026



Eyes on the Future: Innovating Ophthalmology

The 41st Asia-Pacific Academy of Ophthalmology Congress in conjunction with The 37th Annual Scientific Meeting Hong Kong Ophthalmological Symposium

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## 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 of King Edward Medical University and Principal of the 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 to 2023, 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, and Senior Achievement Awards from APAO in 2015, 2017, and 2024, respectively. 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. Catherine GREEN, AO**

**MBChB, FRANZCO, MMedSc, MSurgEd**



**Dr. Catherine GREEN** is an ophthalmic surgeon and educator based in Melbourne. She was Head of the Glaucoma Unit at the Royal Victorian Eye and Ear Hospital for over a decade and works in private practice with a focus on glaucoma and cataract surgery. She has served as the Dean of Education for the Royal Australian and New Zealand College of Ophthalmologists (RANZCO) and Associate Professor and Deputy Director of the Monash Institute for Health and Clinical Education (MIHCE). Throughout her career, she has held education, governance and leadership roles for national and international ophthalmic organisations, including RANZCO, the Centre for Eye Research Australia, the Royal Australasian College of Surgeons, the International Council of Ophthalmology and the Asia Pacific Academy of Ophthalmology (APAO). In 2017, she was recognised as an Officer of the Order of Australia for distinguished service to ophthalmology as a clinician, through executive roles with national and international professional groups, to research and education, and to eye health care programs in the Asia-Pacific.

As well as pursuing her interests in glaucoma, public health, education and international development, Catherine played a pivotal role in establishing and co-ordinating the Leadership Development Programs of RANZCO and the APAO.

## **Dr. Sherman VALERO**



**Dr. Sherma VALERO** was a member of the APAO 2011 LDP Class held in Busan, Korea. His positive experience with both the program and its mentors spurred him to create a local LDP program in the Philippines, where graduates have gone on to start their leadership journey both locally and regionally. He has mentored several APAO LDP participants whose projects have already made a significant impact in Philippine ophthalmology, especially in the fields of residency training and public awareness.

He is a vitreo-retina specialist currently practicing in Manila, Philippines. He completed his medical education at the University of the East, Ramon Magsaysay Memorial Medical Center-College of Medicine. He then finished his residency training in ophthalmology at the Makati Medical Center and pursued a fellowship in vitreoretinal diseases and surgery at the University of Hawaii-John A. Burns School of Medicine in the USA and the University of Toronto-Toronto Western Hospital in Canada.

He is a Past President of the Philippine Academy of Ophthalmology and the Vitreo-retina Society of the Philippines and is currently a trustee of the Philippine Board of Ophthalmology. Dr. VALERO is also the current Chair of the Department of Ophthalmology of the Makati Medical Center in Manila.

## **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 member of the Asia-Pacific Academy of Ophthalmology's Congress Standing Committee, and a board member of the Asia Pacific Ophthalmic Trauma Society and 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, Vitreo Retina Society of India, Asia-Pacific Academy of Ophthalmology, and the Asia-Pacific Vitreo-retina 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).

## 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**

**MBA**



**Marsheila DeVan** is a Communication Specialist with over twenty-five years of training experience. Her expertise includes work within the pharmaceutical and medical industries concentrating on physician speaker development, meeting moderation, leadership, sales training, curriculum development and one-to-one coaching.

Marsheila holds a Bachelor's 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 international experience includes teaching to multiple nationalities and medical specialties in locations such as Thailand, Switzerland, Hungary, Spain, Mongolia, Germany, Czech Republic, Italy, Portugal, Turkey, Iran, Pakistan, Vietnam, Philippines, Ireland, and Australia to name a few. Her extensive travels have given her an understanding of different beliefs, attitudes, and values of various cultures and people.

Marsheila's demeanor, humor and approach to training create an open and comfortable learning environment that results in a high level of interaction and learning.

Contact Information:

Marsheila DeVan, MBA

Founder of **MD** Communications Consulting

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## Mr. Able CHEONG

### ASSOCIATE FACILITATOR



**Able CHEONG** is currently Head, Singapore Human Resources Institute (SHRI) Corporation, and has been nominated to be a member of the Academic and Examination Board, SHRI Academy, focusing on governance, capability development and consultancy. He has helmed positions as Director and Practice Head in global management consulting companies to grow the business through development of human capital solutions.

He has an excellent global track record facilitating senior leadership teams and consulting in partnering organisations in areas of Transformation, People Management and Development to deliver results. His industry expertise clients range from government ministries, state-owned enterprises, energy, education, logistics, pharmaceutical, industrial, finance, F&B, social service, telecommunications and technology.

In his latest role, Able undertook the Chief Transformation Officer, one of the largest F&B companies based out of Singapore with regional operations in Asia. He has an oversight on efforts in digital and people transformation to create a strong multiplier effect on business results.

Seeing the importance of connections between work and life, he has been working on a demanding fitness routine while balancing time with family, friends and personal purpose. He volunteers as a HR Committee Member with the Singapore International Film Festival.

Able graduated with Masters in Organisational Leadership (Distinction) from Monash University, Bachelor of Engineering (Hons) from Nanyang Technological University, Post Graduate Diploma in Education from the National Institute of Education, and Advanced Certificate in Training and Assessment (ACTA).

He is accredited in Hogan Assessments and Action Learning. Able is an Associate Certified Coach (ACC) with International Coaching Federation (ICF).

#### EP Certifications

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ExperienceInnovation™ | Learn

#### Industry Experience

Agriculture

Financial Services Government

Energy

Education

Logistics Pharmaceutical Telecommunications Social Services

[LINKEDIN](#)

## APAO Participant Profile

*(in alphabetical order by Last Name)*



Mohamed AZZAM  
(Maldives)



Poemen CHAN  
(Hong Kong, China)



Katie CHEN  
(Australia)



Akiko HANYUDA  
(Japan)



Mahesh  
JAYAWEEERA GAMAGE  
(Sri Lanka)



Nur Nadiah JELUDIN  
(Brunei Darussalam)



Chansathya KHIEU  
(Cambodia)



Tejsu Singh MALLA  
(Nepal)



Diva Kant MISRA  
(India)



Kaushik MURALI  
(India)



Othamliza Binti  
OTHMAN  
(Malaysia)



Victor Ephraime V.  
PAULINO  
(Philippines)



Panida POTITA  
(Thailand)



Ho-Seok SA  
(Korea, Republic of)



Faria Tilat TIMA  
(Bangladesh)



Que Anh VU  
(Viet Nam)



ZhuLi YAP  
(Singapore)



Bayartsetseg  
ZAANKHUU  
(Mongolia)



Moh. Nurdin ZUHRI  
(Indonesia)

## Local Participants



Teck Boon TEW



Hung Chih CHEN



Ke-Hung CHIEN



Wei-Yu HUANG



Min-Yen HSU



Yu-Chuan KANG



Wei-Yu LAI



Chih-Ying LIN



Shang-Te MA



Po-Chen TSENG

## Observers



Chia-Jen CHANG



Chiun-Ho HOU



I-Chan LIN



Jia-Kang WANG