

WORKSHOP OVERVIEW

Bringing CBME to Life

Developing Learners Through Coaching and Effective Feedback

**Duration**

60 minutes

**Target Audience**

Clinical faculty, preceptors, and medical educators involved in teaching, coaching, and assessing learners.

Description

Competency-Based Medical Education (CBME) focuses on developing learners through ongoing coaching, meaningful feedback, and workplace-based assessment. This interactive workshop introduces practical strategies for supporting learner growth using a coaching mindset and effective feedback conversations. Through discussion, role play, and case-based activities, participants will explore approaches they can apply in everyday teaching.

Learning Objectives

By the end of this workshop, participants will be able to:

- 1 Describe the role of coaching and feedback within Competency-Based Medical Education (CBME).
- 2 Use observation and assessment information to identify learner development needs.
- 3 Apply coaching strategies that promote reflection, learner ownership, and competency development.
- 4 Deliver effective feedback that supports continuous learner growth.

Workshop Outline**Introduction**

- Welcome and Learning Objectives

Module 1: Foundations of CBME

- Defining CBME
- How CBME Changes the Faculty Role
- 🗨️ Discussion: What Does CBME Look Like in Practice?

Module 2: Coaching in CBME

- The Role of Coaching in CBME
- What Effective Coaching Looks Like
- Coaching Conversation Framework
- 📄 Case Study Activity: Coaching in Action

Module 3: Feedback in CBME

- The Role of Feedback in CBME
- Characteristics of Effective Feedback
- 📄 Role Play Activity: Feedback in Action

Wrap-Up

- Review Learning Objectives and Next Steps
- Workshop Evaluation

What's In the Pack

Presentation Materials

- [Slide Deck](#)
- [Facilitator Guide](#)

Activity Materials

- [Activity Slide Deck](#)
- [Activity Guide: Coaching in Action](#)
- [Activity Guide: Feedback in Action](#)

Takeaway Resources

- [CBME Quick Guide for Medical Educators](#)
- CBME Coaching Framework Reference: [for phones](#) – [for badges](#)

Evaluations

- [Workshop Evaluation](#) (QR at end of slide deck)
- [FacPack Evaluation](#) (please share feedback on these materials so we can improve)