

HOW TO ORGANIZE A GOOD SOCIETY FOR NEUROSURGERY

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Start Points...

- **Key notes...**
- **An example: Turkish Neurosurgical Society**

TURKEY



08.10.2002, Ankara



What is a Society?

- The term "*society*" is currently refer to an organized voluntary association of people for religious, cultural, scientific, politic or other purposes
- Society is not a company, but must use its managing process!

Non Profit Organization

Why is Society important and necessary?

- To serve social requirements,
- To organize works that cannot be completed alone,
- To improve skills (individually or community based),
- To specialize in any given topic,
- To keep up with change,
- To utilize collective knowledge,
- To create synergy,

Purposes of a Society!

- Societies are formed to fulfill a goal,
- For reaching the goal, one cannot use coincidences rather a well established plan will serve the needs,
- Organizations are not only formed by individuals coming together, rather formed by individuals gathering together and acting coordinately,
- Creates self confidence for individuals,
- Satisfies the need for belonging,

What is a good Society?

- It is important to have a group prestige rather than a singular prestige
- There exists a solidarity on the goals
- Is a contributor
- Believes in basic democratic principles
- Has a vision and a mission
- Is institutionalized and well organized

What is a good Society?

- In a good society, management team changes periodically (30-40 % new people in **every 2-4 years**)
- In every change period, new people will ensure a new vision and energy also assuring the continuation of the institution
- Believes in constant change
- Economical and legal measures exist
- Can give account for any given topic

What is a good Society?

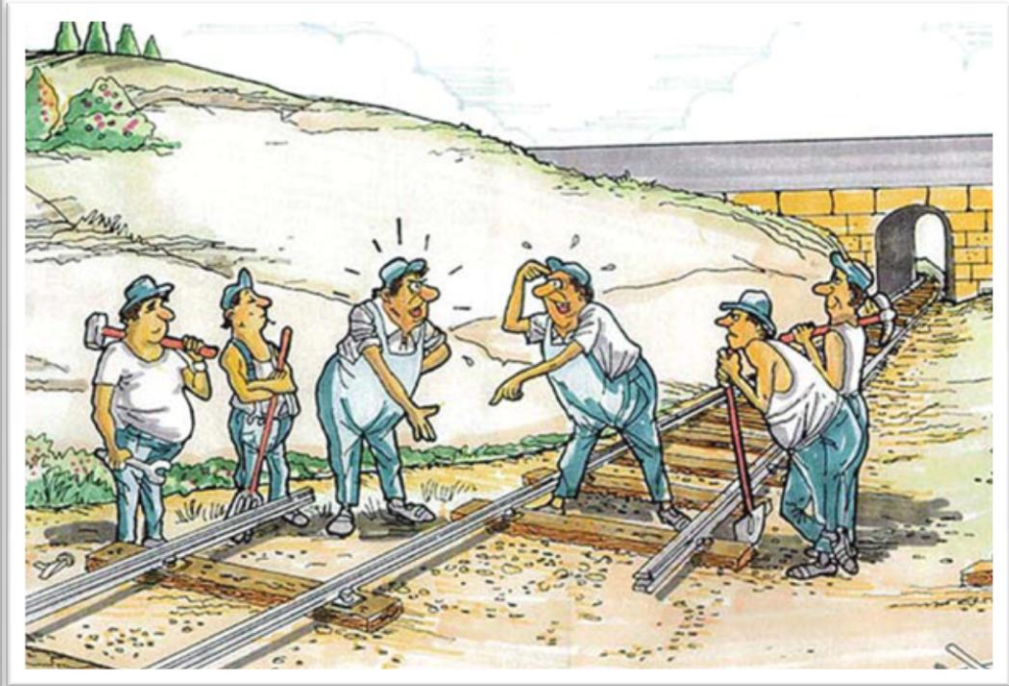
- Determines direction,
- Works with groups and committees,
- Produces knowledge,
- Rewards success,
- Searches for the causes of failure,
- Works not only for members but also community and system,
- Open to cooperation,
- Creates sense of confidence,

Organized Teamwork



Unorganized Teamwork

(major cause of problems and dysfunctions)



What About Management?

- Scientific management process has been started in the late 1800's
- In general; it means best realization of planning, organization, leading, coordination and controlling
- Management is also the art and science of all these efforts
- "Manager" is the artist who realize this art

Evolution of Management

- **Classic:** Workers were not important, no motivation
- **Neo-classic:** Does not consider rational rules. However in this era human sources is important. Carefully selected and trained workers were existed
- **Modern:** (After World War 2) System approach era. Dynamic, flexible, continuing evaluation interact with the environment and technology
- **Post-Modern:** This period can define part-time work and parallel structures, trying different methods which is the best. More productive than the others

Good Management!

- Eight specific characters for good managing: key requirements;

- *Participatory*
- *Consensus oriented*
- *Accountable*
- *Transparent*
- *Responsive*
- *Effective and efficient*
- *Equitable and inclusive*
- *The rule of law*



Esprit de corps!!

Good Management!

- Moreover, good managing *“assures that corruption is minimized, the views of minorities are taken into consideration, and that the voices of the most vulnerable in society are heard in decision-making”*
- As a summary, there is a close relation between good managing and respect for human rights

Who is a manager?

- **Someone whose primary responsibility is to carry out the management process**
- The manager must do minimum 3 roles;
 - Harmonization and synergy (person to person and institutional)
 - Provide information
 - Decision making (to reach the goal)
- Synergy – the performance gains that result from the combined actions of individuals and departments (possible only in an organized system)
- **Technology and environment change rapidly, so must the managers!**

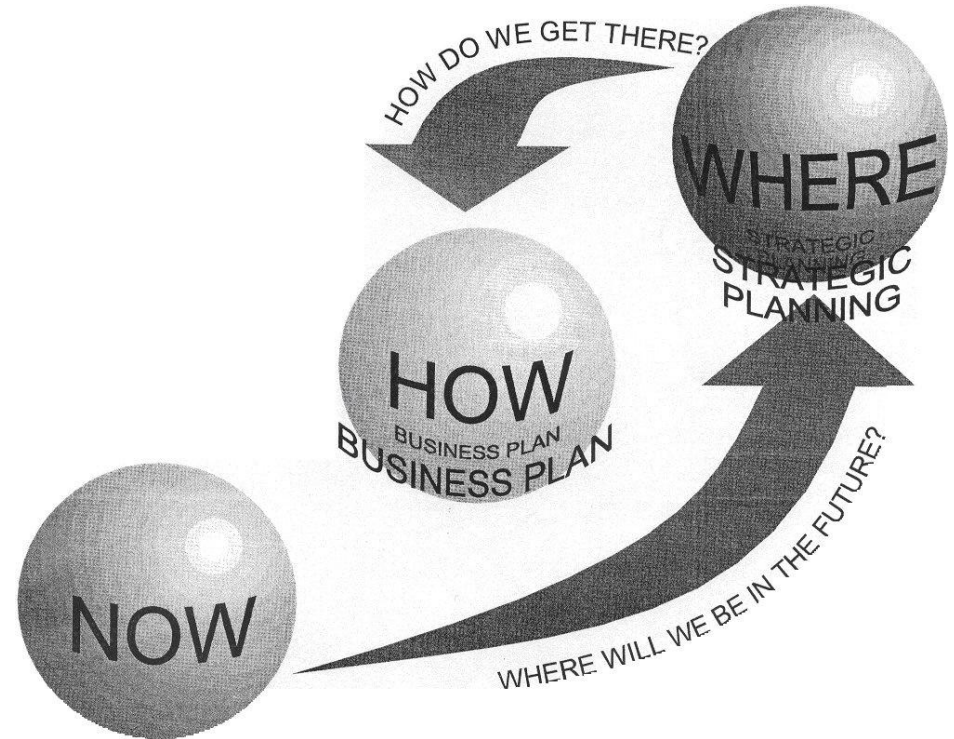
Management Process

- **Planning:** First function of managing process. Sum of setting and decision making before acting
- **Organizing;** Determining how activities and resources are grouped
- **Leading;** Motivating members
- **Coordinating;** Creating harmonization
- **Controlling;** Monitoring and correcting all organizational stages

These activities are circular and continuous functions of management

Planning

- What to do?
- Why to do?
- How to do?
- When to do?
- Where to do?
- By whom?
- Time and cost?



Attention for planning!

- Selection of strategic targets of the long, short and medium-term goals;
 - Short-term (1 year); low-level officials in hierarchy are responsible
 - Medium-term (1-5 yrs); mid-level officials
 - Long-term (5 + yrs); high-level officials
- Development of policies and procedures,
- Determining the criteria of basic execution,
- Reviewing previous plans and changing conditions

Organization

- Establishment of the organizational structure
- Target determination
- Determining the needs
- Determining the costs
- Making the task description
- Required qualifications
- Organization of groups and committees
- Ensuring continuity

Advantage of Grouping

- Work efficiently with handing over the responsibility
- Take into consideration for similar duty
- Utilization of experting
- Facilitated coordination
- Reduction of expenses



Groups and committees

- Scientific /training and education
- Professional/Vocational groups
- Long term planning
- Accreditation
- Publication
- Foreign affairs
- Social affairs
- Ethics
- Research
- Research and development (R&D)
- Young members
- Community briefing
- Awards and scholarships

Executive Committee (Board)



Executive Committee (Board)

- What are the critical characteristics of a board members to be successful?
 - Members must;
 - be passionate about the mission of the corporation,
 - fully understand their duties before accepting the position,
 - serve and support the executive director,
 - be positive, optimistic, and enthusiastic,
 - be able to look at problems and challenges,
 - be able to find a way to overcome them,
 - be great networkers,
 - have clear objectives and a vision,
 - have a "*Can Do*" attitude,
 - board needs to have diversity

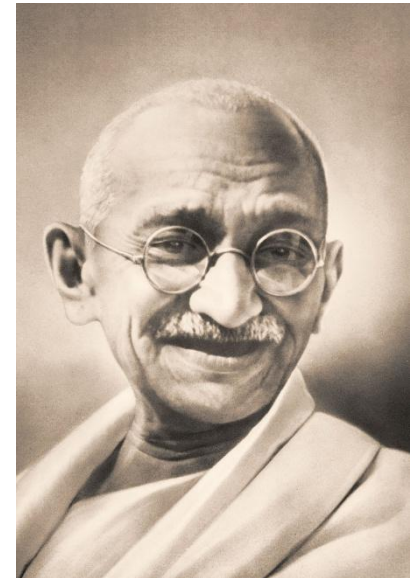
For Good Managing

- It is not necessary to be a good neurosurgeon or to be a great hero!

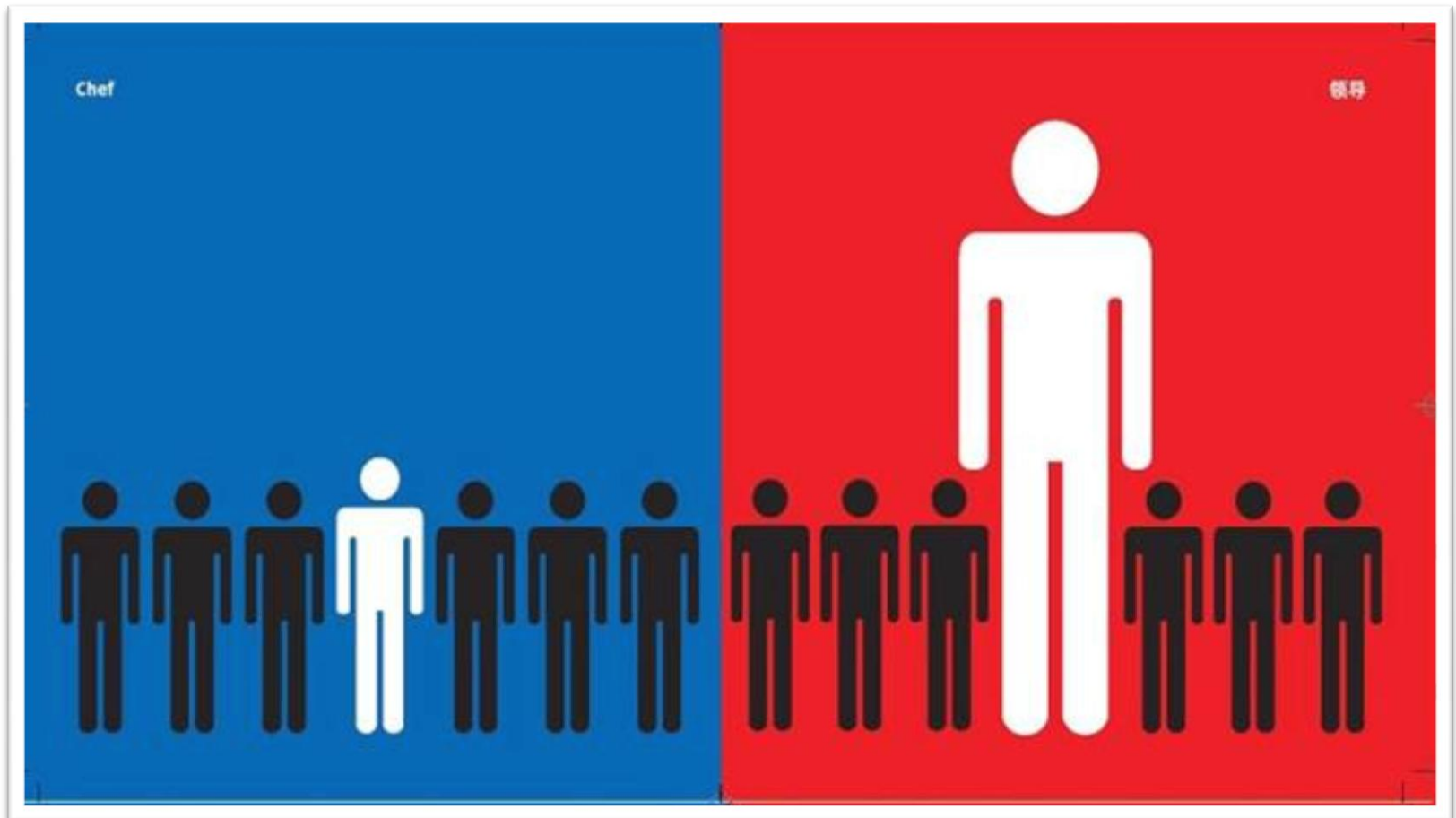


Gandhi says;

"Be the change you want to see !"



Good/Bad formation of a Board!



Executive Committee (duties)

- **President**
- **President Elect/Vice President**
- **General Secretary**
- **Treasurer**
- **Other members**

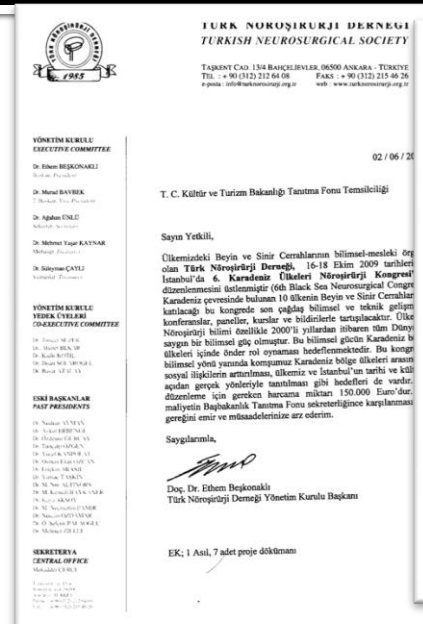
- Must elected by society's delegates
- Has power to act in all matters
- Should organize regular meetings
- Organize all planning and working
- Must provide information and communication for all
- Must also provide legal and financial management



Building an Organizational Culture

- The history of organization, logos, organization's values, culture and beliefs,
- Stories, traditions and rituals (routine e-mailing, express condolence)

Institutional Continuity!



Institutional Continuity is very important

- Corporate image and corporate culture!
- Back-up
- Memory-documentation-knowledge
- Feedback
- Continuing education
- **No one is indispensable!**
 - (*may become sick or may die*)



Documentation/Archives

- Document drafting
- Formatting
- Submitting
- Reviewing
- Approving
- Distributing
- Reposting
- Tracking



Turkish Neurosurgical Society

- Executive committee:
10 members, **selected
for every two years!**
- Audit commission: 3
members
- Discipline commission:
5 members
- **Presidency: On duty
for maximum two
years**



Our Main Organizations!

- **Scientific** (education, training, meetings)
- **Professional works** (working principles, charges for neurosurgical procedures, base and extra salaries...)
- **Social responsibility projects** (civil initiative works)

The Main Office (Currently)

- Secretary (2)
- Financial Advisory Office
- Law Office
- Web Manager
- Printing-Publishing and Design Office
- Editorial Consultant
- Communication Advisor
- Insurance Advisor

Main Office in progress... (like NASS office)

- Administrative rooms
- Secretariat rooms
- Welcoming lobby
- Meeting rooms
- Workshop rooms
- Laboratories
- Cafeteria
- Parking lot
- ...



19 16:15

Neurosurgical Training in Turkey

- 75 neurosurgical training center and 1300 neurosurgeons
- Duration of neurosurgery training is 6 years
-7 months obligatory rotation in other departments
- Board certification started at 2006
 - *written and oral examination*
- 7 centers already have accreditation from European Board

Turkish Neurosurgical Society

- **Scientific Interest Groups;**
 - Spine and Peripheral Nerve Surgery Section
 - Pediatric Neurosurgery Section
 - Neuro-oncologic Surgery Section (inc. Skull base Surgery Section)
 - Neurotrauma and Intensive Care Section
 - Neurovascular Surgery Section
 - Stereotactic and Functional Neurosurgery Section (inc. Pain and Epilepsy surgery)
 - Surgical Neuro-anatomy Section
- **Committees for other works; 22 committees** (ethics, foreign affairs, medico-legal, publications, accreditation, history, bibliindex, public affairs, etc.)

Turkish Neurosurgical Society

■ Journals; “Turkish Neurosurgery”

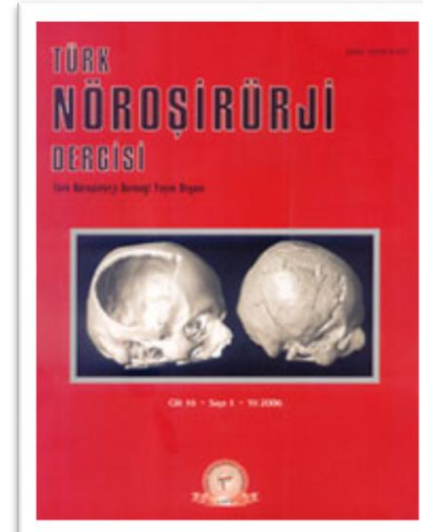
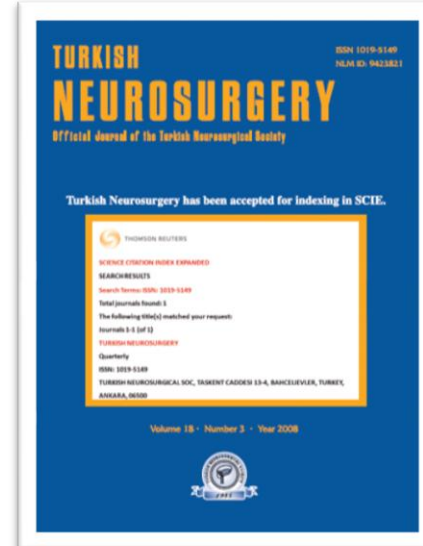
www.turkishneurosurgery.org.tr

Since 1994, 4 issues in a year
Indexed in Pubmed (2007)
Indexed in SCI-E (2008)

“Türk Nöroşirürji Dergisi”

(in Turkish)

Since 1989, 4 issues in a year

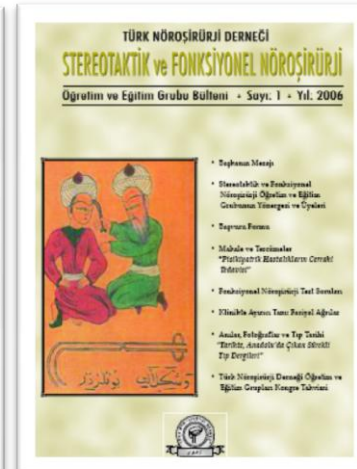
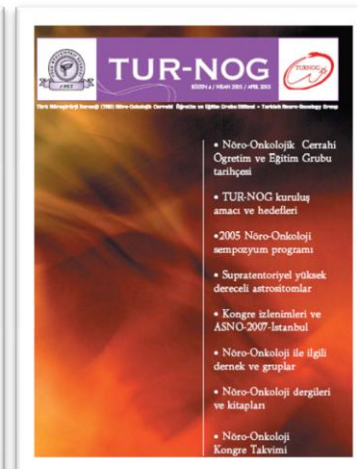
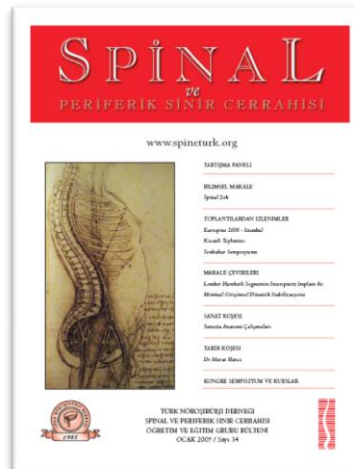


Turkish Neurosurgical Society

■ News-Bulletins;

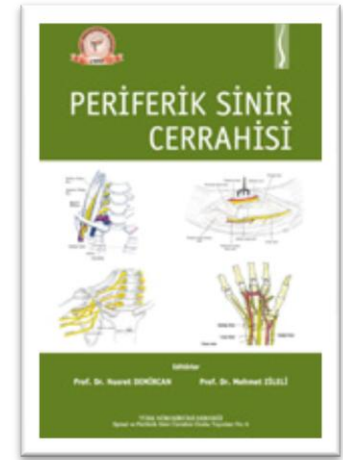
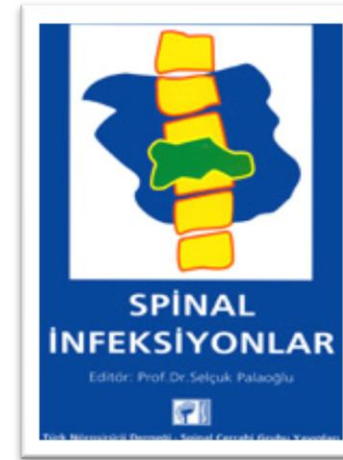
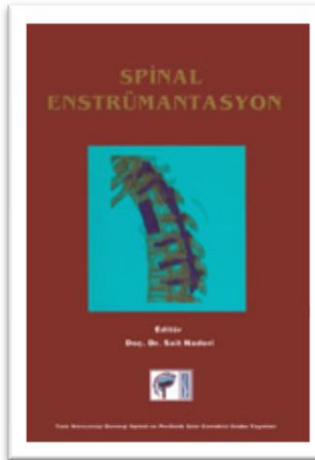
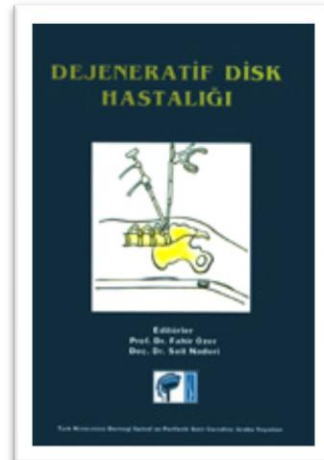
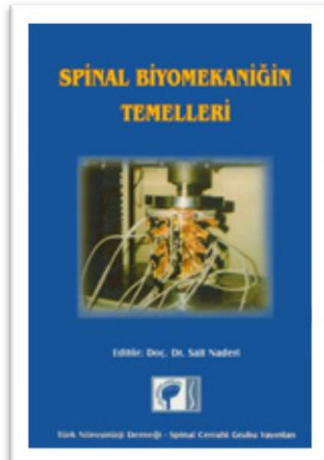
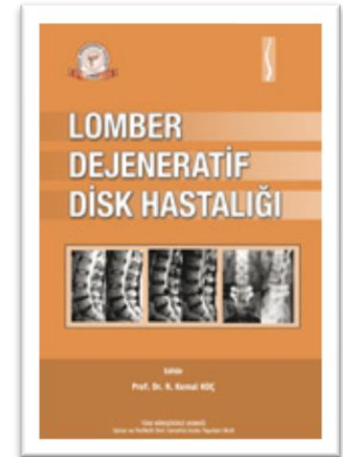
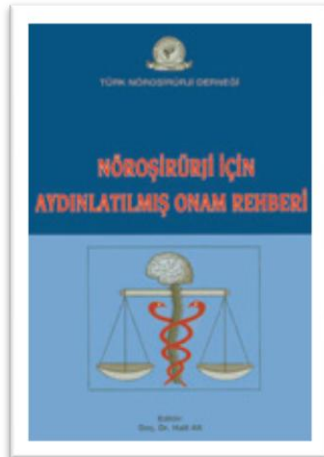
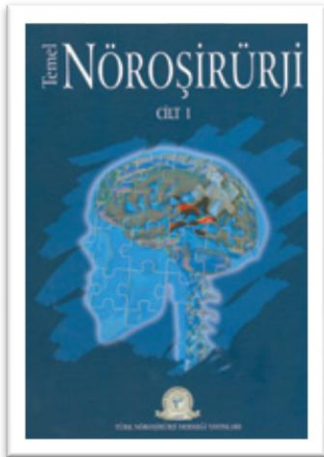
■ *Main Bulletin;*

■ *Group News;*



Turkish Neurosurgical Society

■ Books;



Turkish Neurosurgical Society

■ Booklets for community;



Turkish Neurosurgical Society

<http://www.turknorosirurji.org.tr>



TÜRK NÖROŞİRÜRJİ DERNEĞİ
TURKISH NEUROSURGICAL SOCIETY



- Anasayfa
- Türk Nöroşirürji Derneği »
- Öğretim ve Eğitim Grupları
- TNDer Kurulları
- Nöroşirürji »
- Haberler/Duyurular
- Bilimsel Toplantılar »
- Bölgesel Toplantılar
- Asistanlar İçin »
- Bağlantılar »
- Klinikleri Tanıyalım

XVI. World Congress of Neurological Surgery Destination Istanbul

➤ [Yeterlik Kurulu Yazılı Sınavı](#)

yeni * Türk Nöroşirürji Derneği Yeterlik Kurulu Yazılı Sınavı 24 Ekim 2010 tarihinde yapılacaktır. **Son başvurusu 6 Eylül 2010'dur.**

➤ [Türk Nöroşirürji Derneği'nin yıllık Olağan Genel Kurul Toplantısı](#)

Türk Nöroşirürji Derneği'nin yıllık Olağan Genel Kurul Toplantısı 05 Haziran 2010 Cumartesi günü saat 10:00'da Milli Kütüphane Toplantı Salonu Bahçelievler/Ankara adresinde yapılacaktır. Çoğunluğun sağlanamaması halinde 2. toplantı **19 Haziran 2010 Cumartesi** günü aynı yer ve saatte yapılacaktır.

➤ [Temel Nöroşirürji Kitabı Yakında Çıkıyor](#)



Türk Nöroşirürji Yeterlik Kurulu



BASINDA
TÜRK NÖROŞİRÜRJİ
DERNEĞİ

Turkish Neurosurgical Society

- **Meetings;**
 - **Annual Congress;** in May, 4 days,
 - **Spine section symposia;** in October, 3 days
 - **Neuro-oncological surgery, Neurotrauma, Functional neurosurgery, Neurovascular surgery, Surgical Anatomy symposia's;** in September-December, 2 days
 - **Regional meetings;** 30 meetings in one year

Turkish Neurosurgical Society

■ **Courses;**

- **Basic Neurosurgery Course;** in March, 3 days, completed in 4 years
- **Pediatric Neurosurgery Course;** in April, 3 days, completed in 3 years
- **Summer Spine School;** in June, 4 days, completed in 2 years
- **Advanced Spine Course;** in November, 3 days
- **Research Symposia;** in May, 3 days
- **Training for Trainees Course;** in April, 1 day
- **Medical Company Employees Training Course;** 1 day

Turkish Neurosurgical Society

We also have;

- *Scientific Paper Awards*
- *Non-refundable Scholarships*
- *Scientific Project Supports*
- *Exchange Resident Programs*
- **We consult many other societies (nationally or internationally)**

Turkish Neurosurgical Society

The 25th Annual Congress of TNS in 2011;

	Number	Session
Oral Presentations	130	
Poster Discussions	90	
Electronic Poster	400	
Workshops		11
Total	620	84

Total Participants; 1400

Social Responsibility Projects

Memorial Forest



Stationery/Printed Material

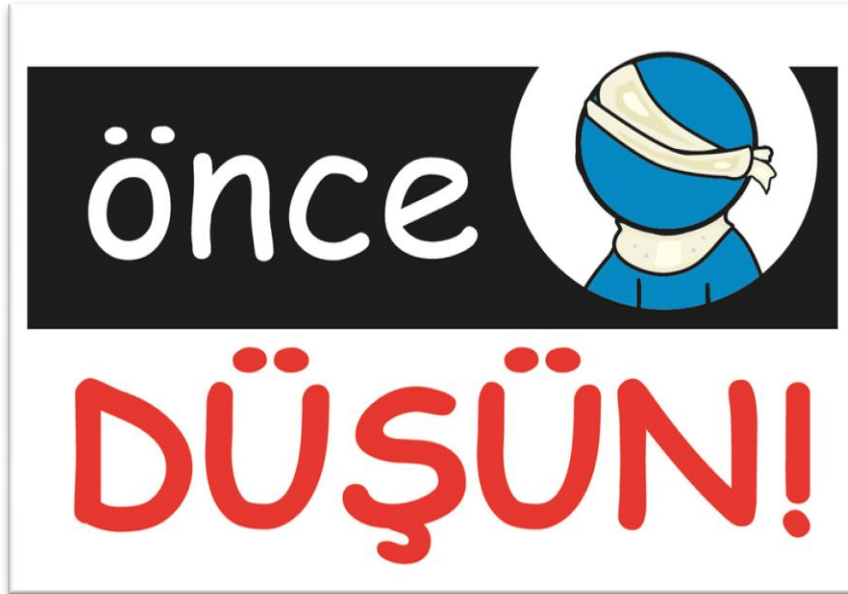
- We show respect to Nature!
- Unnecessary/increased printing and shipment cost is very important!
- All correspondence and announcements will be made electronically within 1 year

Green Society!



Social Responsibility Projects

www.oncedusun.org.tr



ÖnceDüşün!
(An organization like
ThinkFirst)

Social Responsibility Projects

- Yearly painting contest for primary school students (**Theme**; how to protect our body from trauma)



TÜRK NÖROŞİRÜRJİ DERNEĞİ

Önce DÜŞÜN!

Trafik Kazaları ve Yaralanmalardan Nasıl Korunabiliriz?

İlköğretim 4-5. Sınıf Öğrencileri Resim Yarışması

Türk Nöroşirürji Derneği "ÖnceDÜŞÜNİ" çalışma grubu, trafik kazaları, düşmeler, spor yaralanmaları ve işköt gibi önenebilir konularda toplum ve kurumlarımızı eğitme, olası kazaları önleme ve önlem almaya yönelme amacına hizmet etmektedir.

ÖnceDÜŞÜN!

"Vücudunu Korumak İçin Aklını Kullan!"

YARIŞMA KATILIM KOŞULLARI:

- Yarışmaya katılacak eserler "trafik kazaları ve yaralanmalardan nasıl korunabiliriz" konulu olacaktır. Her öğrenci yarışmaya, daha önce herhangi bir yarışmada ödül kazanmamış bir eseriyle katılabilir.
- Yarışma, Türk Nöroşirürji Derneği Yürütme Kurulu ve Seçici Kurul üyelerinin birinci derece yakınına dışındaki tüm öğrencilere açıktır.
- Yarışmaya katılacak eserlerin pastel veya sulu boyuk tekniği ile yapılması gerekmektedir.
- Yarışmaya katılacak eserler en fazla 30x30 cm boyutunda olacaktır.
- Eserlerin arka sağ alt köşesine öğrenci bilgilerinin yazılması gerekmektedir.
- Yarışmaya katılacak eserler 11 Mayıs 2009 Pazartesi günü sonuna kadar aşağıdaki iletişim adresine elden ya da kargo yolu ile ulaştırılmalıdır.
- Bu tarihten sonra gelecek eserler değerlendirilmeye alınmayacaktır.
- Yarışmacılar, eserleri üzerinde hiçbir hak talep etmeyecektir. Eserlerin yaygın ve kullanım hakkı Türk Nöroşirürji Derneğine ait olacaktır.
- İlk üç dereceye girecek eserler, Türk Nöroşirürji Derneği tarafından oluşturulacak bir seçici kurul tarafından belirlenecektir.
- Yarışmanın sonuçları 25 Mayıs 2009 tarihinde açıklanacaktır. Dereceye giren ve sergilenmesi uygun görülen diğer eserler Saun, Yığın ve Entormasyon Genel Müdürlüğü Sanat Galerisi'nde sergilenerek ve kazananlara ödülleri sergi açılış töreni sırasında verilecektir.
- Ödül kazanan öğrencilerin okul müdürlüğü, sınıf öğretmeni ve velisi ile birlikte Ankara'ya günü-günün seyahat ücretleri ve konaklamaları Türk Nöroşirürji Derneği tarafından karşılanacaktır.

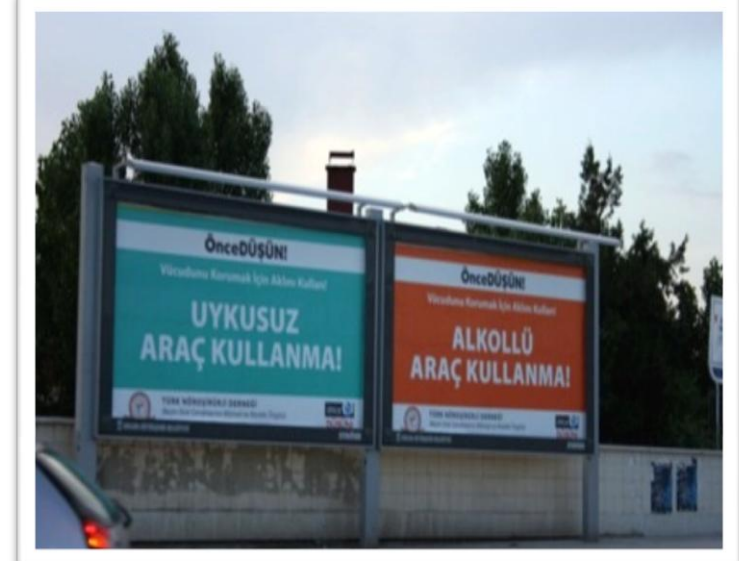
Yarışmanın Ödülleri:

Özellik Ödülü, Okulun İhtiyacına Göre Belirlenir	Sevki Ödülü, Okulun İhtiyacına Göre Belirlenir	Öğretmen Ödülü, Okulun İhtiyacına Göre Belirlenir
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Biletin Adresi:
TÜRK NÖROŞİRÜRJİ DERNEĞİ
Tayfun Cad. No: 13/4 - Beşiktaş/İstanbul - 80000, ANKARA
Tel: (0312) 212 64 00 - Faks: (0312) 215 46 26
Web: www.turknoşirurji.org.tr

Social Responsibility Projects

- Billboard warnings on the roads (**theme; protect your body;** sleeplessness, alcohol, wear seatbelt, don't drive too fast)



Social Responsibility Projects

- Warnings in the train and buses (**theme; protect your body;** Bicycle helmet, Seatbelt, Traffic rules)



Our income and expense policy!

- Don't be **"Uncle Duck"**
- All our resources have been spent for education, basic courses and social responsibility projects!

(well-spent money)



Dark side of the power ...



We can do many things together!

- **It is high time to establish more effective communications to combine our powers...**

Bright side of the power...



**WE MUST BE AWARE
OF EACH OTHER!**

Rahmat! Cakşı Kalınız. . .

I would also like to express my sincere thanks for inviting us

and

We are looking forward to your support for 2017 WFNS Congress!

www.wfns2017.info

XVI World Congress of Neurological Surgery Destination Istanbul

Istanbul, will be The Cultural Capital of Europe in 2010, is ready to host the XVI World Congress of Neurological Surgery on behalf of the WFNS.

www.wfns2017.info