GAMES FOR HEALTH EUROPE 2025

Dr. Enric Mayolas Oscar Dalmau
Gonzalo Otero

HEALTHCARE SKILLS TOOLBOX

What **SKILLS** do we need to develop a change in organizational culture?

To support digital transformation?

To enhance team well-being?

What **CAPABILITIES** should we use to promote more personalized health?

And to improve the patient experience?

HOW CAN WE DEVELOP THESE SKILLS?

https://healthcareskillstoolbox.com/

Welcome to

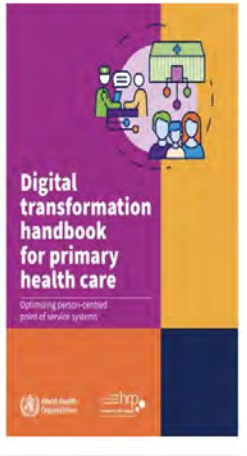
HEALTHCARE SKILLS TOOLBOX

by

Healthcare skills Toolbox

Challenges for Healthcare in Europe

- Complex Organizations
- Environmental Changes
- People are key (Patients-Professional-Public)
- Quality and safety
- Digital health and AI
- Value-based health care
- Innovation and Sustainability



HEALTHCARE SKILLS TOOLBOX

Healthcare requires strong leadership and management to tackle new and increasing challenges

HEALTHCARE SKILLS TOOLBOX

https://reports.weforum.org/docs/WEF_Future_of_Jobs_Report_2025.pdf

Skill disruption - Future of Jobs Report 2025

Core skills in 2025 - Future of Jobs Report 2025

HEALTHCARE SKILLS TOOLBOX

WHY SOFT SKILLS AND POWER SKILLS MATTERS?:

- Enhance adaptability to new scenarios
- Prepare for a changing environment
- For better Patient Care and Experience
- Team Collaboration
- Talent management
- Improve Leadership and Management

Healthcare Learning Hub®

64 Cards
8 suits
Every card one skill
Different games

HEALTHCARE SKILLS TOOLBOX

Level 1.

Games as a support tool for in-person participatory dynamics

Participants are around a table in small groups
Game start with healthcare organisational challenge

Healthcare skills Toolbox

We play the cards in face-to-face seminars or through digital environments

Small groups Phase 1. Exploration

Small groups Phase 2. Identification

Small groups Phase 3. Prioritisation

In common Phase 4. Discussion

HEALTHCARE SKILLS TOOLBOX

Level 1.

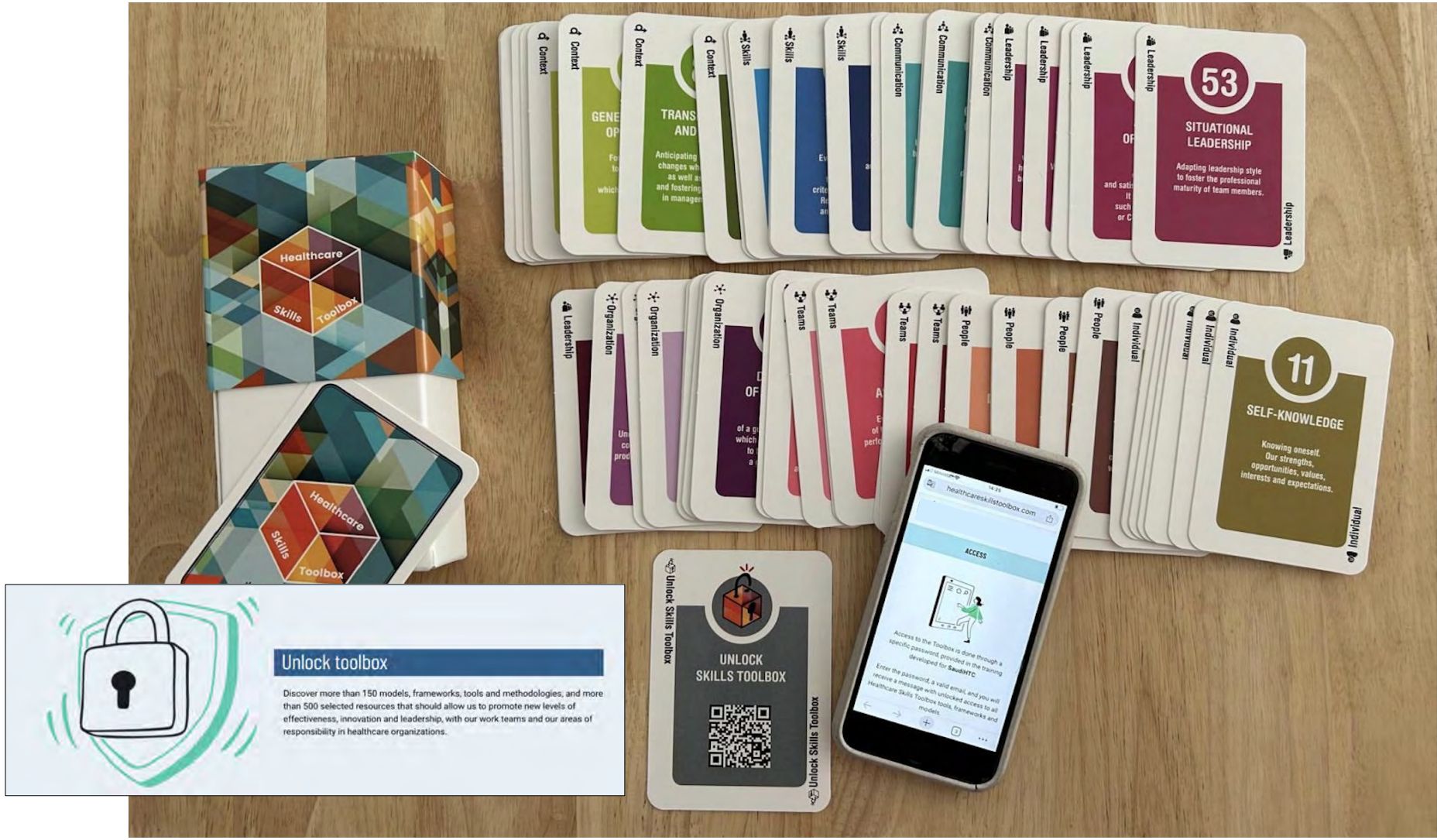
Games as a support tool for in-person participatory dynamics.

Level 2.

Gaming is the key to access resources and information evidence based

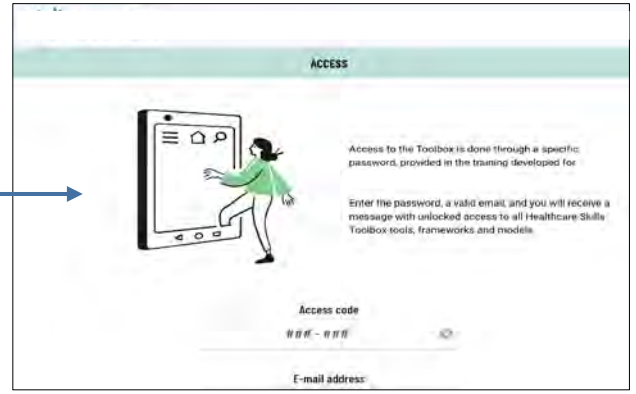
HEALTHCARE SKILLS TOOLBOX

The game becomes hybrid, through an access that allows unlocking tools.



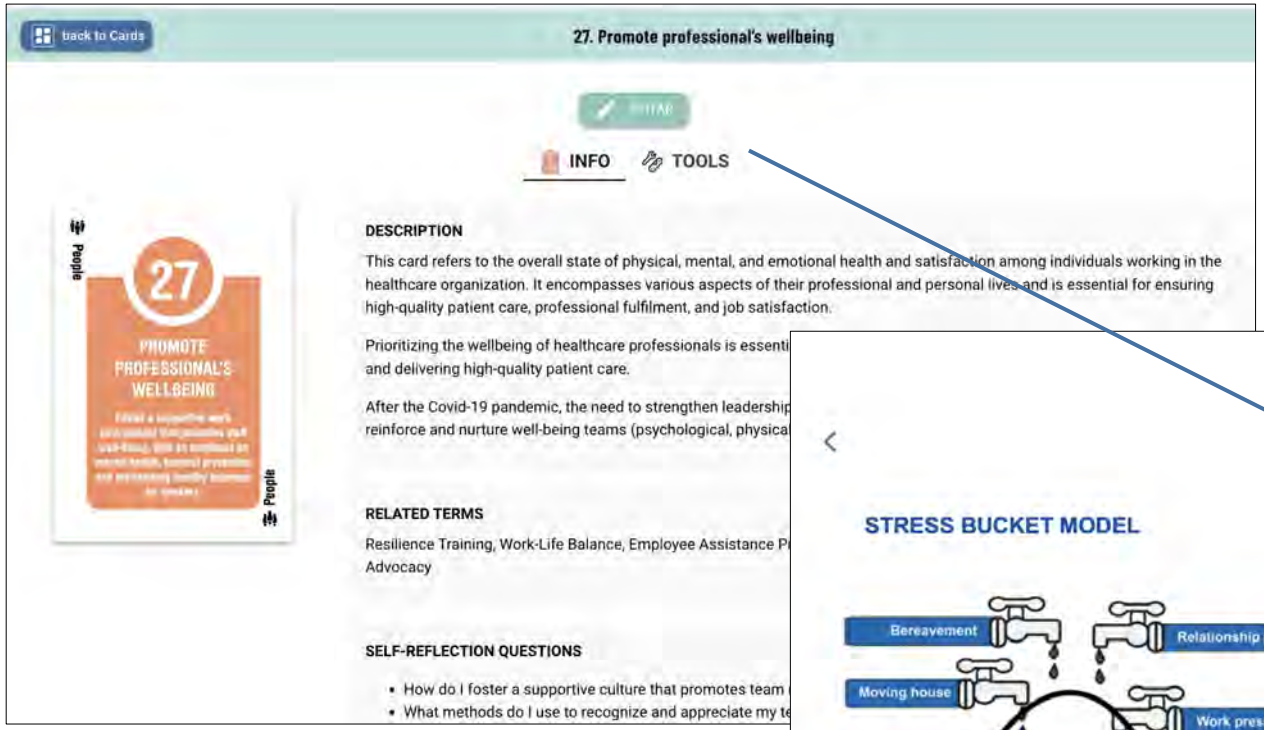
HEALTHCARE SKILLS TOOLBOX

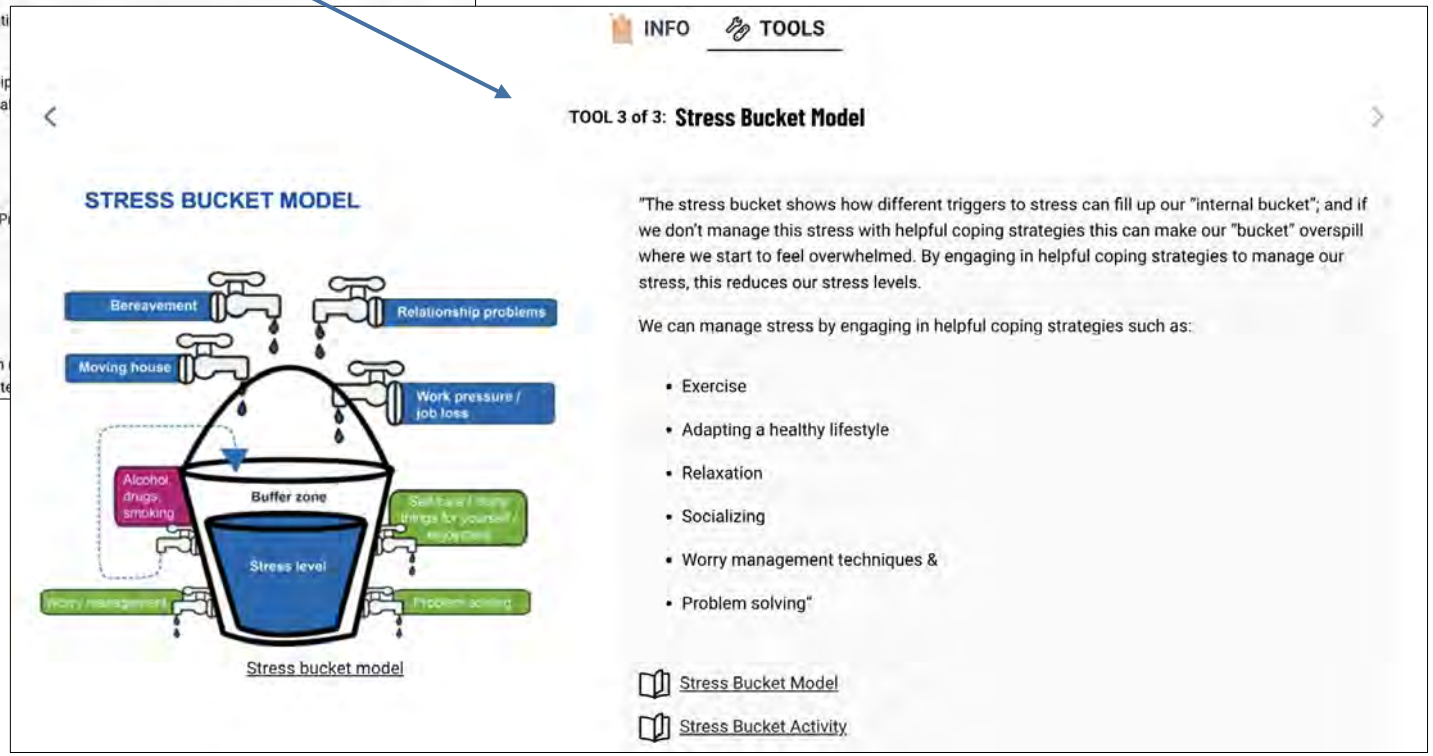
The cards unlock a specific access



The cards unlock a set of resources and tools for learning, evidence based from international health organizations.

Healthcare Learning Hub®





HEALTHCARE SKILLS TOOLBOX

Level 1.

Games as a support tool for in-person participatory dynamics.

Level 2.

Games as the key to accessing resources and information on international evidence.

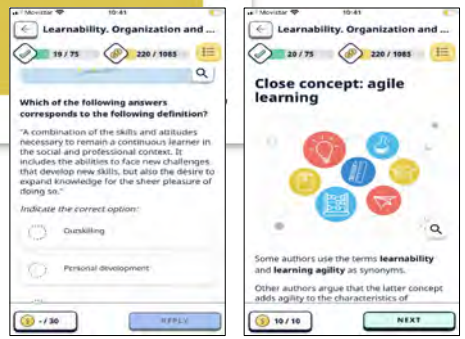
Level 3.

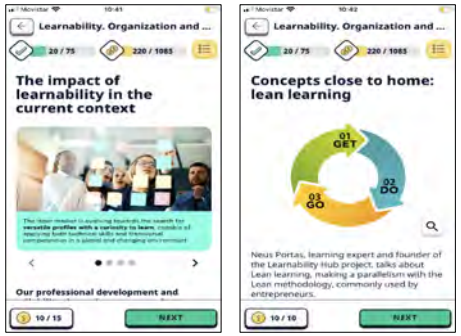
From each card, access to specific microlearning

1-2 hours mobile learning associated to each skill.

HEALTHCARE SKILLS TOOLBOX

Connect each card with training microcontents in mobile learning format.





organizational effectiveness.

This implies that the different recommendations (to enhance productivity, career

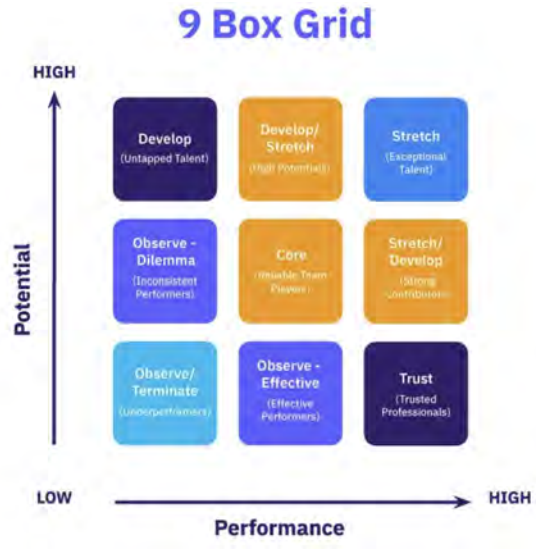
promoting best practices and innovation.

make decisions.

2 A roadmap to guide strategic planning.

Example of talent matrix.

The talent map is a proactive approach to people management based on a dynamic conception of talent, which can and must be developed to have a motivated and committed team.

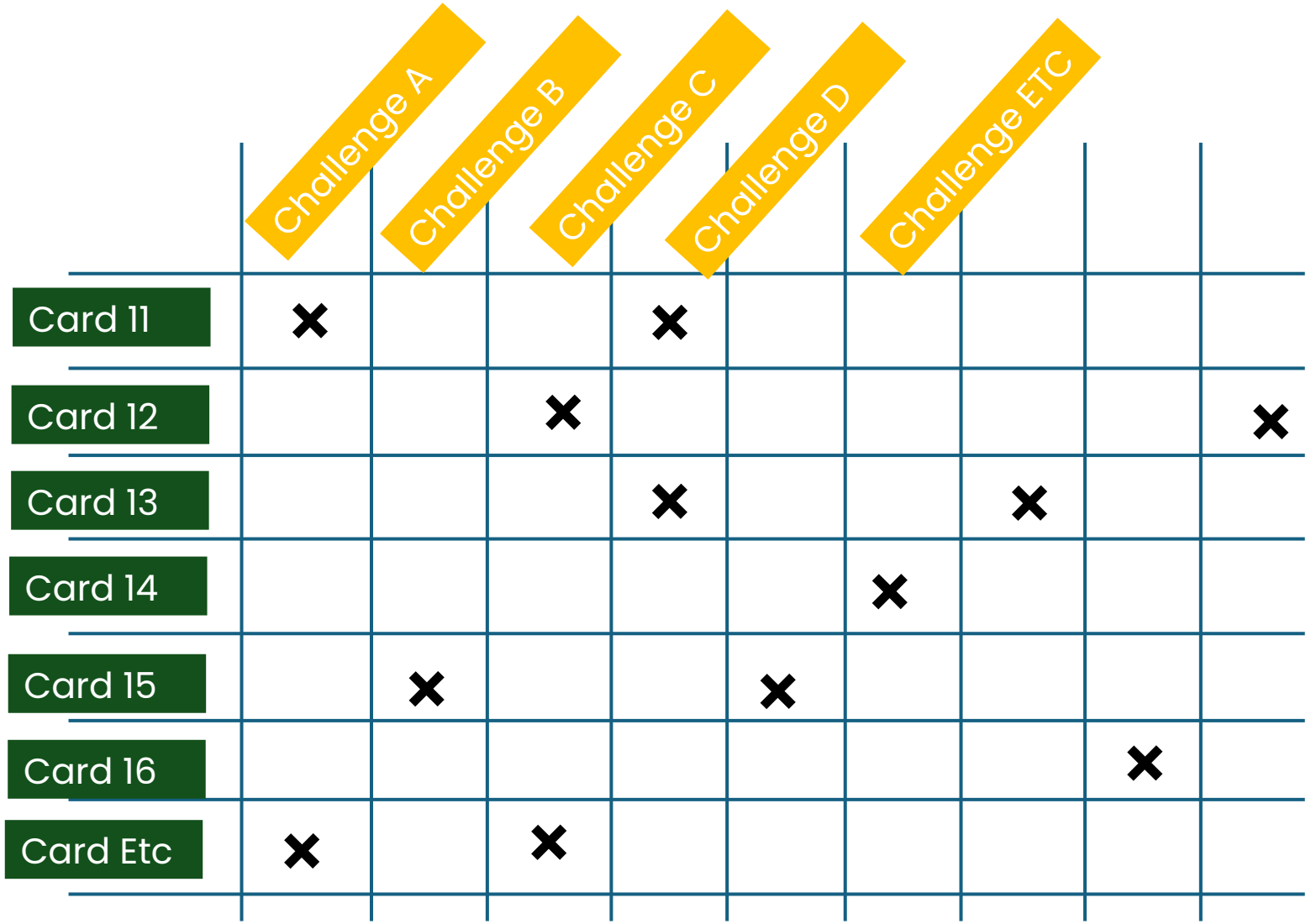


HEALTHCARE SKILLS TOOLBOX

Level 1.	Level 2.	Level 3.	Level 4.
Games as a support tool for in-person participatory dynamics.	Games as the key to accessing resources and information on international evidence.	From each card, access to independent learning. 1-2 hour microcontent in mobile learning format associated with each skill.	Challenge-based learning. Connecting multiple cards, with specific content and simulation (practice).

HEALTHCARE SKILLS TOOLBOX

Connect cards related with specific Challenges in Healthcare

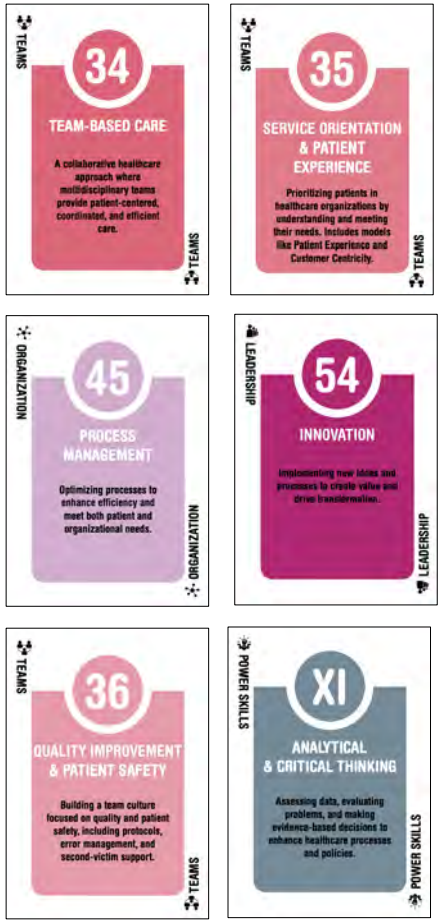


From challenges, we connect autonomous content with simulations & practice.

Healthcare Learning Hub®

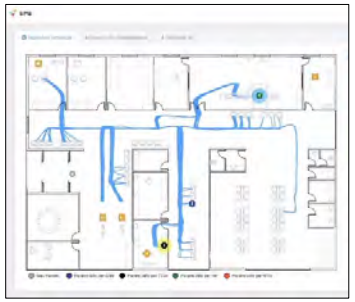
Example of Challenge: Improve results by redesign of care processes

Microcredential



+

The objective of the **gamification & simulation** is to optimize key decisions of the quintuple AIM: clinical practices of maximum value, increase the patient experience, organizational effectiveness and efficiency, commitment and satisfaction of professionals, and equity.



Specific game for Hospital challenge

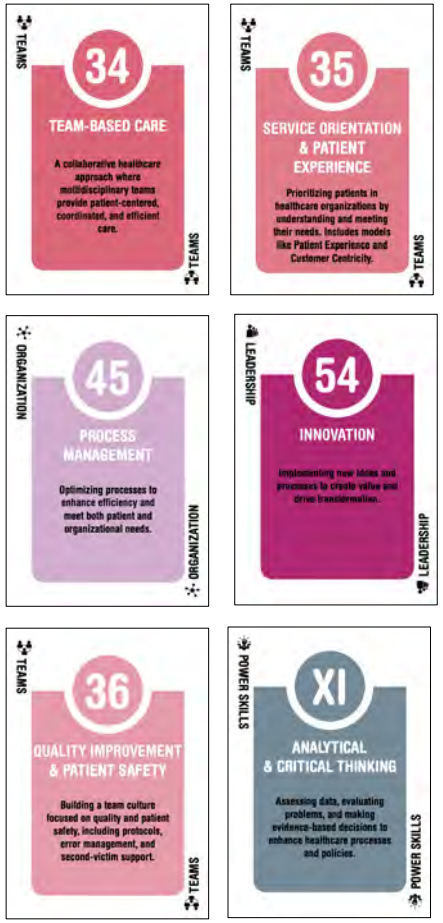
HEALTHCARE SKILLS TOOLBOX

Based on challenges, we connect autonomous content with simulations & practice.

Based on challenges, we connect autonomous content with simulations & practice.

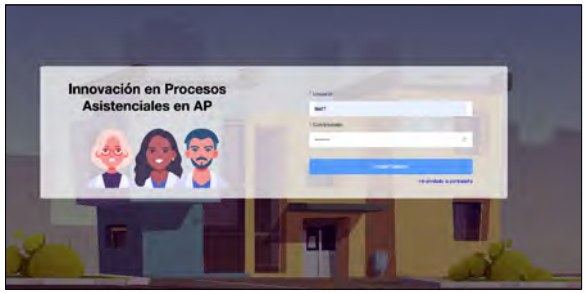
Example of Challenge: Improve results by redesign of care processes

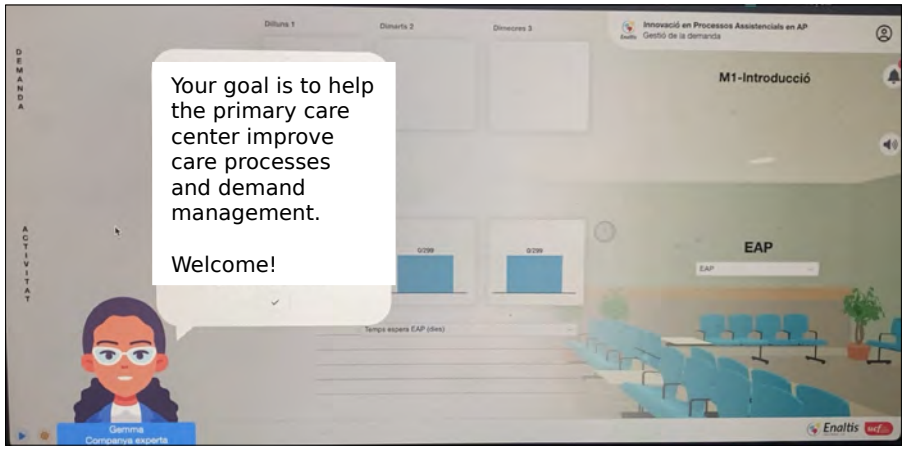
Microcredential



+

The objective of the **gamification & simulation** is to optimize key decisions of the quintuple AIM: clinical practices of maximum value, increase the patient experience, organizational effectiveness and efficiency, commitment and satisfaction of professionals, and equity.





Specific game for Primary Healthcare challenge

Based on challenges, we connect autonomous content with simulations & practice.

Example of Challenge: Improve results by redesign of care processes

Microcredential

STARTING WITH A GAME

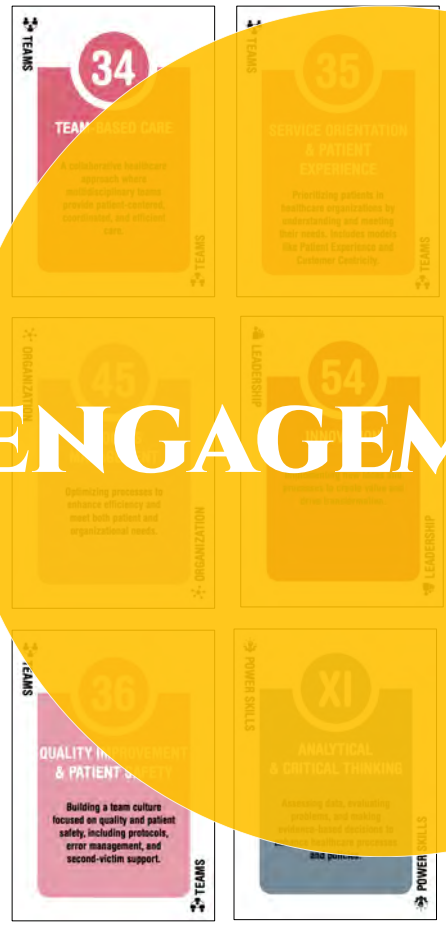
The objective of the **gamification & simulation** is to optimize key decisions of the quintuple AIM: clinical practices of maximum value, increase the patient experience, organizational effectiveness and efficiency, commitment and satisfaction of professionals, and equity.

WE SPARK DIFFERENT SIMULATIONS & SERIOUS GAMES FOR HEALTHCARE CHALLENGES

Game for Primary Healthcare challenge

Based on challenges, we connect autonomous content with simulations & practice.

Example of Challenge: Improve results by redesign of care processes. Microcredential



The objective of the **gamification & simulation** is to optimize key decisions of the quintuple AIM: clinical practices of maximum value, increase the patient experience, organizational effectiveness and efficiency, commitment and satisfaction of professionals, and equity.

ENGAGEMENT + RELLEVANCE & VALUE

Specific game for Primary Healthcare challenge

Healthcare skills Toolbox

Level 1.	Level 2.	Level 3.	Level 4.	Level 5.
Games as a support tool for in-person participatory dynamics.	Games as the key to accessing resources and information on international evidence.	From each card, access to independent learning. 1-2 hour microcontent in mobile learning format associated with each skill.	Challenge-based learning. Connecting multiple cards, with specific content and simulation (practice).	Learning paths by function/challenges.

Healthcare skills Toolbox

Finally, learning paths by function/challenges

Self-paced learning.

The participant connects microcredentials into progressive learning paths.

Learning paths.

Practically oriented toward skill development, according to a plan.

Personalized

Designing an itinerary based on the challenges and needs of an organization and team.

+

Development and improvement activities

=

Academic Certification (Diploma, Expert, etc.)

Healthcare skills Toolbox

Dr. Valentí Martínez i Espinosa

PhD in Psychology from the Abat Oliba University,
Bachelor of Psychology from the Ramon Llull University,
Diploma in Nursing from the University of Barcelona.
Diploma in Hospital Management and Health Management from EADA (Barcelona).
Current, Academic Director of the Chair of Leadership in Values.
For 20 years, General Director of the Bages University Foundation (Manresa Campus of the University of Vic – Central University of Catalonia).
Member of different boards of trustees of Manresa institutions.
Member of the Coordination Committee of the University sector of the Spanish Association of Foundations, Madrid.

Dr. Enric Mayolas

Doctor of Medicine (Autonomous University of Barcelona).Member of the College of Physicians of Barcelona, FADA (Quality Care), the AIA Foundation (Architecture and Health) of France and member of the Board of the Practicum Foundation of Madrid. Professor at the Universities of ESAM and Continental de Lima (Peru) and UTC Compiègne and at the National School of Public Health in Paris (France).

He has been Director of Hospitals, of the Health Administration of the Generalitat de Catalunya and Director of International Promotion of the Chamber of Commerce of Barcelona. He has developed health projects in Spain, France, Africa and Latin America both in the private sector and for the World Bank, the IDB-Ibero-American Development Bank, the European Development Bank and the Pan

Mr. Òscar Dalmau Ibañez

Currently, Director of Innovation at UCF. For 12 years, Managing Director of Unió Consorci Formació (training center belonging to the Catalan Union of Hospitals and the Healthcare Consortium of Catalonia).
Also, Vice President of RECLA – Continuing Education Network in Latin America and Europe.

Consultant in continuing education, e-learning, talent development, and innovation in training. Postgraduate Diploma in Simulation and Teaching Innovation (Manresa campus, UVIC-UCC). Management of Service Companies (ESADE). MBA (UPC). Author of the book “Training and talent development. An innovative experience in health organizations”

Mr. Gonzalo Otero

Professional in health sciences, Bachelor in Veterinary Sciences, BVSC, Green Belt Lean Six Sigma and Master in High Management of Health Services and Business Management. University of Alcalá.

Healthcare consultant +20yrs .Enthusiast of quality improvement and innovation through innovative management tools. Academic and teaching coordinator of the MSC in Healthcare Business Administration and Management at UCM (Universidad Complutense de Madrid), 2016/2019 and lecturer in other business schools (IE Business School, EADA,...)

HEALTHCARE SKILLS TOOLBOX

HEALTHCARE SKILLS TOOLBOX

We are working on a report on **"Trends in Continuing Education and Health Learning”.**

Your participation will be extremely useful

We appreciate your collaboration

TO PARTICIPATE IN THE SURVEY, PLEASE SCAN QR CODE:

THANK YOU

GAMES FOR HEALTH EUROPE 2025

DR. ENRIC MAYOLAS (Oscar Dalmau – Gonzalo Otero)