

Resident Retreats: Gaining Skills Through Fun and Games !!

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What do retreat participants say ??

- 650 resident participants from 2 teaching institutions over past 14 years
 - 91% rate their retreats very good to outstanding.
 - 0 % rate poor to fair
- 70 resident participants from 1 program
 - 84% state retreats are very important during residency
 - 90% report that retreats make a difference in how they represent their program

Retreats - many purposes

- Relaxation
- Re-create (recreation)
- Re-connect
- Re-ducing – stress, anxiety, loneliness
- Re-align goals and objectives

Retreats are not....

- Just a day off from clinical duties
- All day gripe session
- Time to hear another lecture

Variations on a theme

- Length of time
 - Overnight vs. Half day / Full day retreat
- Location
 - On Campus vs. Off Campus
- Facilitator
 - Inside faculty vs. Consultant

Improving Skills in Core Competencies

- Communication
- PBL & I
- Professionalism
- Patient Care

This Workshop will enable you to:

- Understand how retreats improve residents' skills in core competencies
- Identify key times during residency when retreats are useful
- Recognize importance of facilitator role
- Understand experiential learning process
- Utilize various games and exercises in group settings

How Can Retreats Improve Skills?

- Team Building Exercises
- Interactive Games
- Benchmarks – reflecting on experiences
- Myers Briggs Type Inventory
- Thomas Kilman Conflict Inventory
- Teaching and Feedback
- Dialogue with program leadership

Key Times and Topics

- Orientation
 - Getting to know you
 - Sharing your fears?
- Midway through Intern Year
 - Feeling the pain
- Late Intern/Early PL2 year
 - “So now I’m in charge?!” (Leadership)
 - Feedback
 - Teaching
- Late PL2 Year
 - Communication
 - Leadership
 - Conflict Resolution
- Early to Mid PL3 year
 - Manager / Educator
 - Negotiation
 - The business of medicine
 - Career goals
 - Life Balance

**Sample Agendas in packet*

Retreat Toolshed

- Movie Clips (as starters for discussions)
- Games (relaxation, reacquainting, and team-building)
- Various reflective instruments
- Q-Sort
- Role Play

Successful Strategies

Orientation Retreat



Successful Strategies

Orientation Retreat

Main Focus

- Getting to know each other
- Getting to know the hospital
- Getting to know the community



Successful Strategies

Orientation Retreat

- **Game – Group Resume**
 - Learn important and fun facts about colleagues
 - Relaxed atmosphere
 -
- **Team Building Exercise**
 - Scavenger Hunt
 - Desert Survivor
- **Introduction to the core competencies**

Successful Strategies

Orientation Retreat

- Key things occur during ‘the hunt’
 - Get to know each other
 - How they function in a group – task / maintenance
 - How they handle team conflict
- What to observe in a group – (handout)

Successful Strategies

Orientation Retreat

- Reconvene after scavenger hunt
 - Teams make poster of experience
 - Name / Theme / Logo
 - Posters remain on display for interview season
 - Discussion points
 - Contribution to team
 - Leaders / Followers
 - Insights
 - Satisfaction with product



Successful Strategies



Mid-year Intern Retreat

Successful Strategies

Mid-year Intern Retreat

- Starting to ‘know what they don’t know’
- Overwhelmed
- Tired
- A lot has happened

Successful Strategies

Mid-year Intern Retreat

- Getting reacquainted
 - 2 truths and a lie
- Benchmarks
 - Powerful way to look at all that's happened
 - Experiences have changed them
 - Others feel the same way
- Myers-Briggs Type Inventory
 - Expert facilitator

Successful Strategies

Mid-year Intern Retreat

- Myers-Briggs Type Inventory
 - Expert Facilitator
- Developing and Using Support System
 - Reflect on relationships
 - Interpersonal Competence



Successful Strategies



Late PL1 / Early PL2 Retreat

Successful Strategies

Late PL1/Early PL2 Retreat

- Now I'm in charge!!
 - Managing a team
 - Leadership role
 - Competency continuum
- Game to reconnect the group
 - Getting reacquainted – “Mingle Bingo”

Successful Strategies

Late PL1/Early PL2 Retreat

- Conflict Management
 - Thomas Kilman Conflict Mode Instrument
 - 2-3 hour session
- Team Building Exercises
 - Scavenger Hunt
 - Desert Survivor

Successful Strategies

Late PL1/Early PL2 Retreat

- Chief reviews logistical information
 - Chain of command
 - Expectations
 - Importance of assessing / knowing your learners
- Teaching Skills
- Feedback Skills

Successful Strategies

Scavenger Hunt



Successful Strategies

Scavenger Hunt



Successful Strategies

PL2 Retreat

- Communication
- Leadership
- Conflict Resolution

Successful Strategies

PL3 Retreat



Successful Strategies

PL3 Retreat

- **Manager / Educator**
- **Negotiation**
- **The business of medicine**
- **Career goals**
- **Life Balance**

Annual Resident Retreat

- All residents excused from duties for the day
 - discuss major issues
 - propose strategies for improvement
- Dialogue with program leadership

What does your program do?

- Other retreat times?
- Other topics addressed?
- Other ways to have dialogue with program leadership?

Facilitative Process

- Retreats are successful when the group is given.....
 - Time for open dialogue
 - Trusting Environment
 - Structure with flexibility
 - Active / Interactive participation

Facilitative Process

- Important components
 - State purpose of retreat
 - Agenda
 - Include free time when possible
 - “Check in” – get everyone invested / interested
 - Introductory game

Facilitative Process

“Ground Rules”

- Participation
- Honesty
- Respect
- Confidentiality
- Be on time


Facilitative Process

- Facilitator 'reads' the group – makes changes in agenda if needed
- Keeps the group on task
- Lecturettes to explain concepts
- Useful items
 - Flip charts
 - Overheads
 - Break out sessions

Facilitative Process

- Role Play
 - Helpful to put theory into action
 - Solidify learning points
 - Useful in TKI, MBTI, Teaching sessions

Facilitative Process

- POWERPOINT
 - LECTURES
- 

Experiential Learning



Real life experiences used as a
point of discussion

Experiential Learning

Second Hour

Experiential Learning in Action

Thomas Kilman Conflict Workshop

This Workshop has helped you to:

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Next to Come



Understand the experiential learning process through the Thomas-Kilman Conflict Mode Instrument