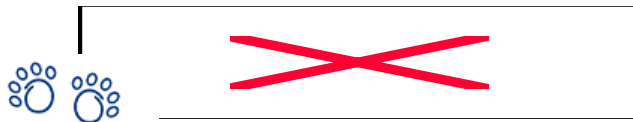


Residents as Leaders and Managers



Kelly R. Leite, DO



Residents as Leaders

Objectives



- Review the main responsibilities of the senior resident as a leader.
- Learn the key components of effective team leadership – **E.A.S.E.**
- Understand the competency continuum.
- Recognize the importance of continued self directed learning.
- Picture yourself in a leadership role.

Residents as Leaders

Case #1



Case #1



- What do you include in introductions to your team members?
- What is your response to the late intern who hasn't pre-rounded?
- What ground rules do you have? How do you establish them?

Teacher = Leader

- A good teacher **leads** others in the direction of increased learning.



Main Responsibilities

- Direct and ensure good patient care.
- Teach the art and science of medical practice.
- Supervise medical care given by residents/students.
- Facilitate effective work rounds.
- Communicate with Attendings.

Residents as Leaders

You Are Capable



You Are Capable



- You possess abilities as teachers.
- You provide guidance and instruction.
- You are a role model.
- Do not underestimate your role in leading and teaching by example.

Residents as Leaders

Establish Your Leadership Role



- **Congratulations. In a few short weeks, you will be the.....**

WARD SENIOR

Establish Your Leadership Role



- **E**stablish a plan.
- **A**sk Learners their goals/needs.
- **S**et expectations/roles for each learner.
- **E**xecute effective and timely feedback.

E

Establish a Plan




- Clearly state goals for the team.
- Provide direction for rounds, notes, presentations.
- Create supportive environment/positive learning climate.
- Meet with the attending to review progress of the team.

Ask the Learner



- What are your goals?
- What do you need?
- Schedule requests?

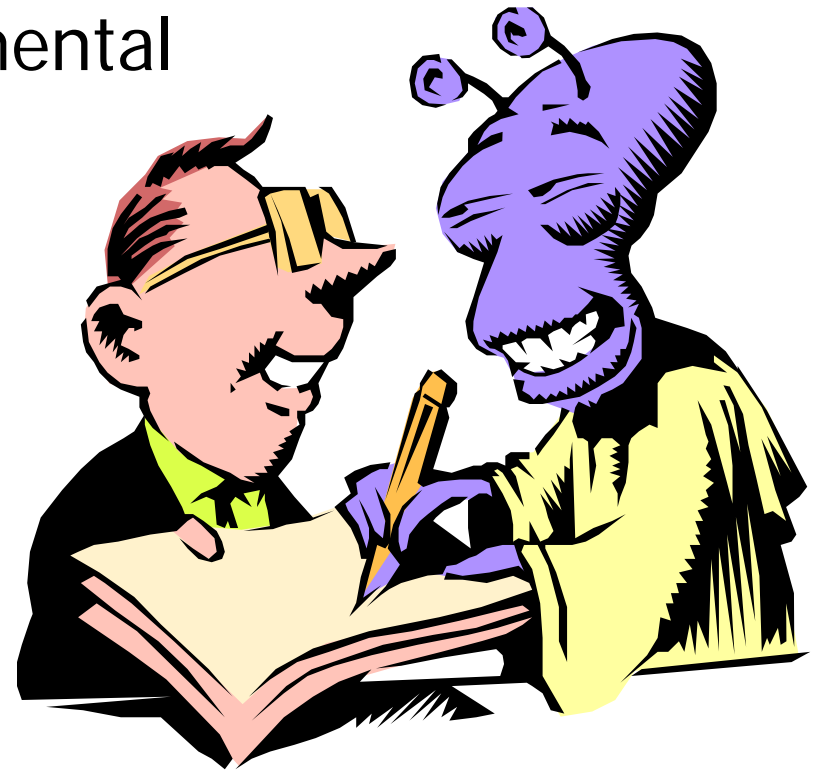
Set Expectations (MSIII, MSIV, PL1)



- Clarify what you expect:
 - Patient care
 - Rounds/Presentations
 - Progress notes
 - Line of communication
 - Chain of command

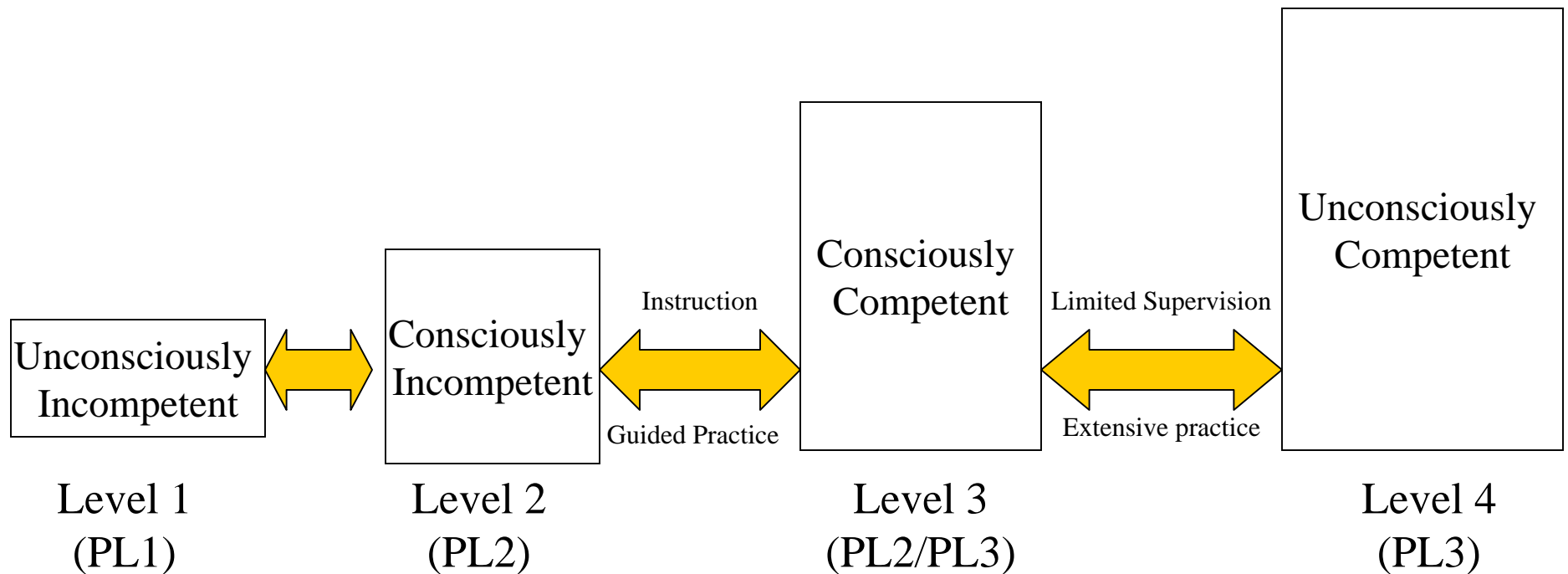
Execute Feedback

- Timely
- Based on direct observations
- Descriptive and nonjudgmental
- **Reinforcing**
- **Redirecting**



Residents as Leaders

Competency Continuum



Senior Resident Role

Assessment

- Help the intern discover what they need to know
- Provide clear expectations
- Observe in clinical setting
- Ask questions



Senior Resident Role

■ Feedback

- Timely
- Specific and Clear
- Based on actual observations
- **R**einforce and **R**edirect
- Private



Self Education



- Take advantage of focused experiences.
 - Develop reading routine.
 - Remain ACTIVE in the learning process.
 - Utilize various study aides.
 - Make the extra effort.

Self Education



- You are the most important resource to your team.
 - Develop routine for reading.
 - Organize information for the team.
 - Be the expert on the topic at hand.
 - Develop 'pocket talks'.

Residents as Leaders

Case #2



Residents as Leaders

Case #2

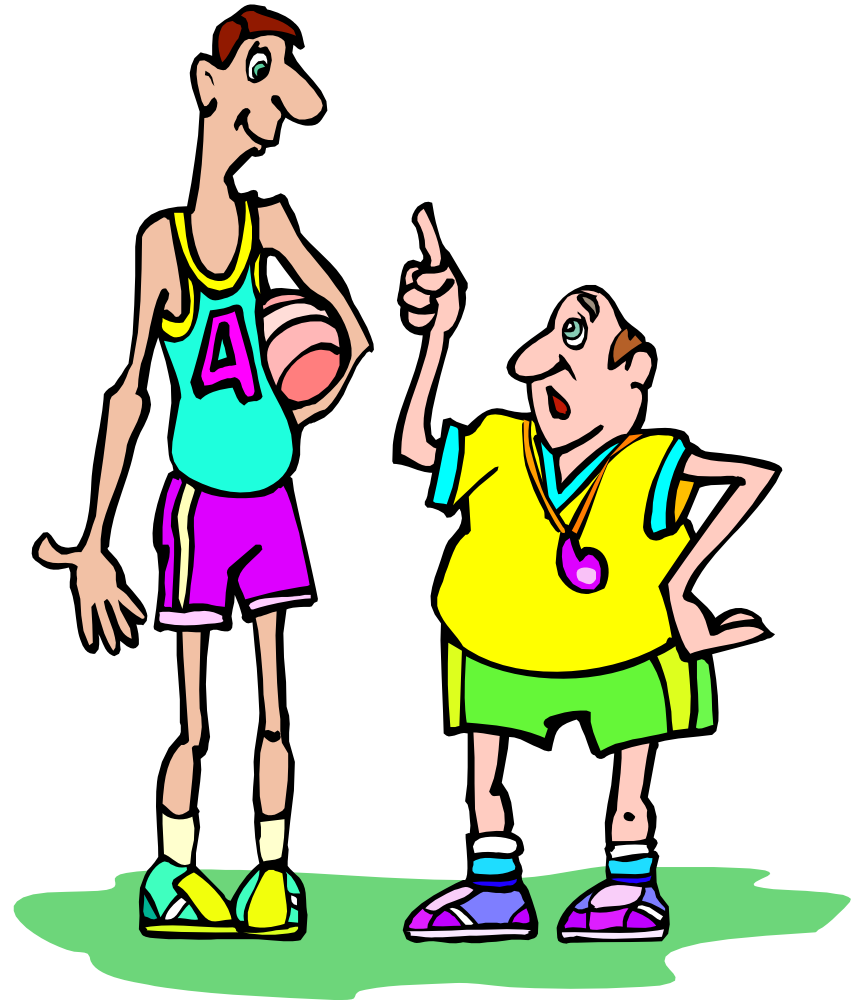


- How do you feel about this system of patient care?
- What is the purpose of work rounds and how do you run them?
- How would you effect a change in this pattern?

Residents as Leaders

TOP TEN TIPS

- A good leader ...



Residents as Leaders

Final Thoughts

- You are capable and ready to be leaders.
- Students and Interns are learning by watching you.
- **E**stablish a plan, **A**sk Learner's needs, **S**et expectations, **E**xecute Feedback.
- **HAVE FUN!**

