

Residents as Leaders and Managers



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.**
- Review the competency continuum
- Recognize the importance of continued self directed learning
- Picture yourself in a leadership role

Residents as Leaders

Case #1



Case #1

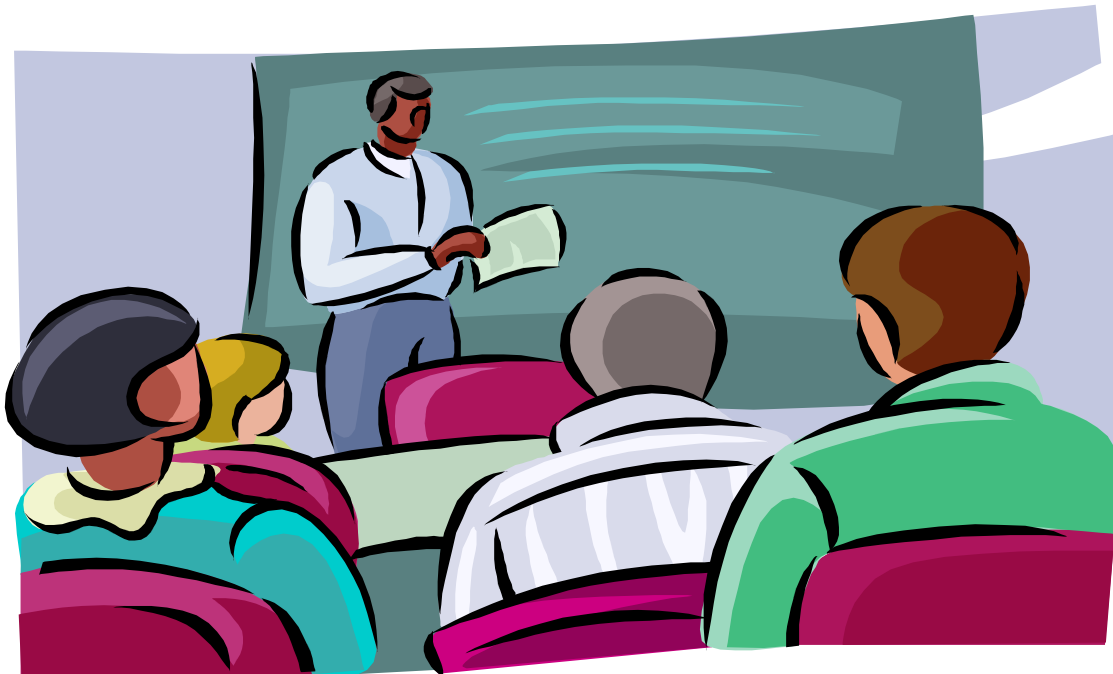


- What do you include in introductions to your team members?
- What is your response to the late intern who hasn't pre-rounded?
- What ground rules do you have? How do you establish them?

Residents as Leaders

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



Residents as Leaders

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

Residents as Leaders

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

Residents as Leaders


Ask the Learner



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

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Set Expectations (MSIII, MSIV, PL1)

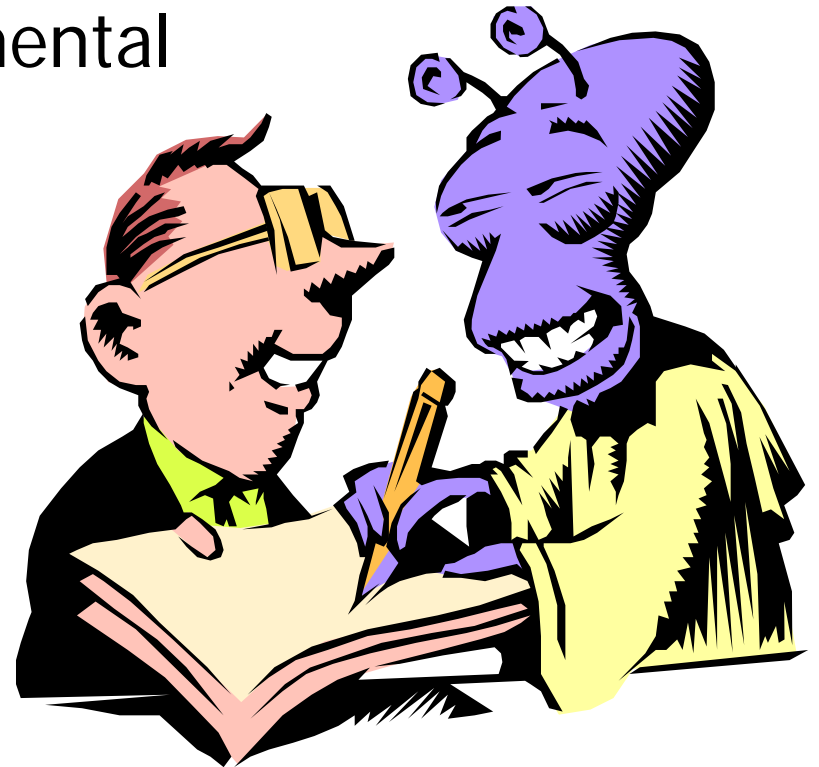


- Clarify what you expect:
 - Patient care
 - Rounds/Presentations
 - Progress notes
 - Line of communication
 - Chain of command

Residents as Leaders

Execute Feedback

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



Residents as Leaders

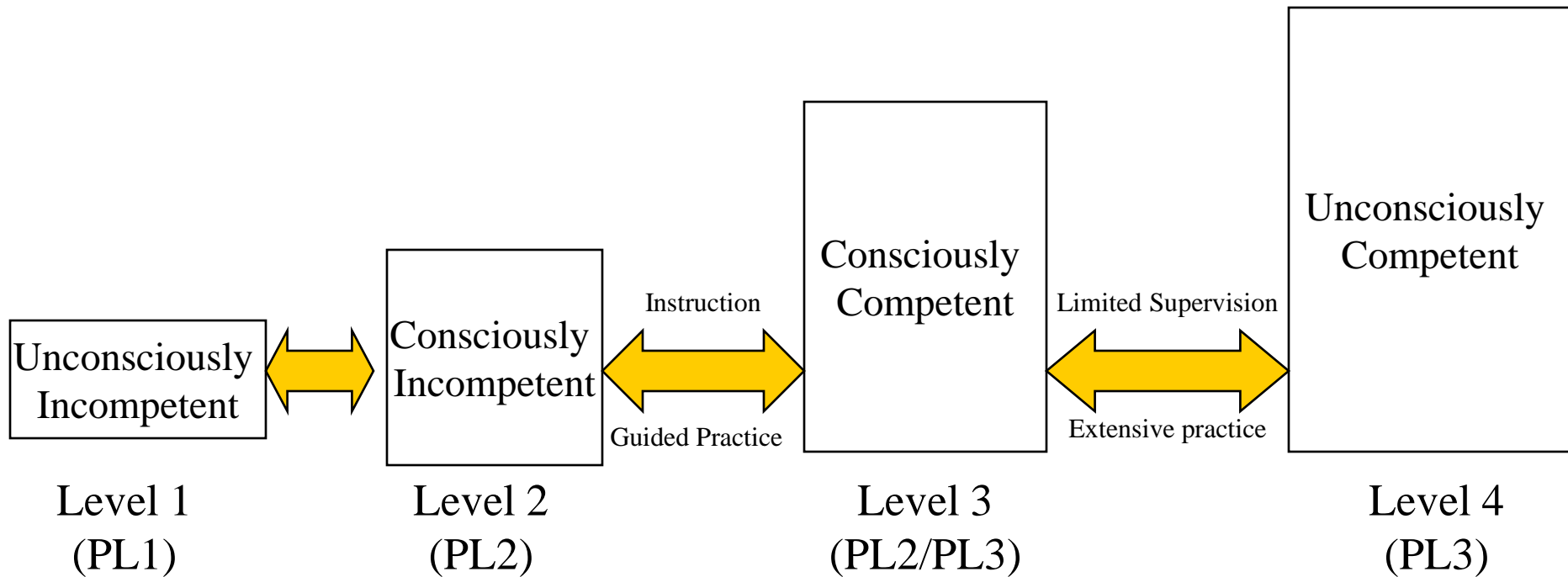
In Summary



- Establish a plan
- Ask what your learner needs
- Set expectations for learners
- Execute Feedback

Residents as Leaders

Competency Continuum



Residents as Leaders

Senior Resident Role

Assessment

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



Residents as Leaders

Senior Resident Role

■ Feedback

- Timely
- Specific and Clear
- Based on actual observations
- **Reinforce** and **Redirect**
- Private



Residents as Leaders

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



Case #2

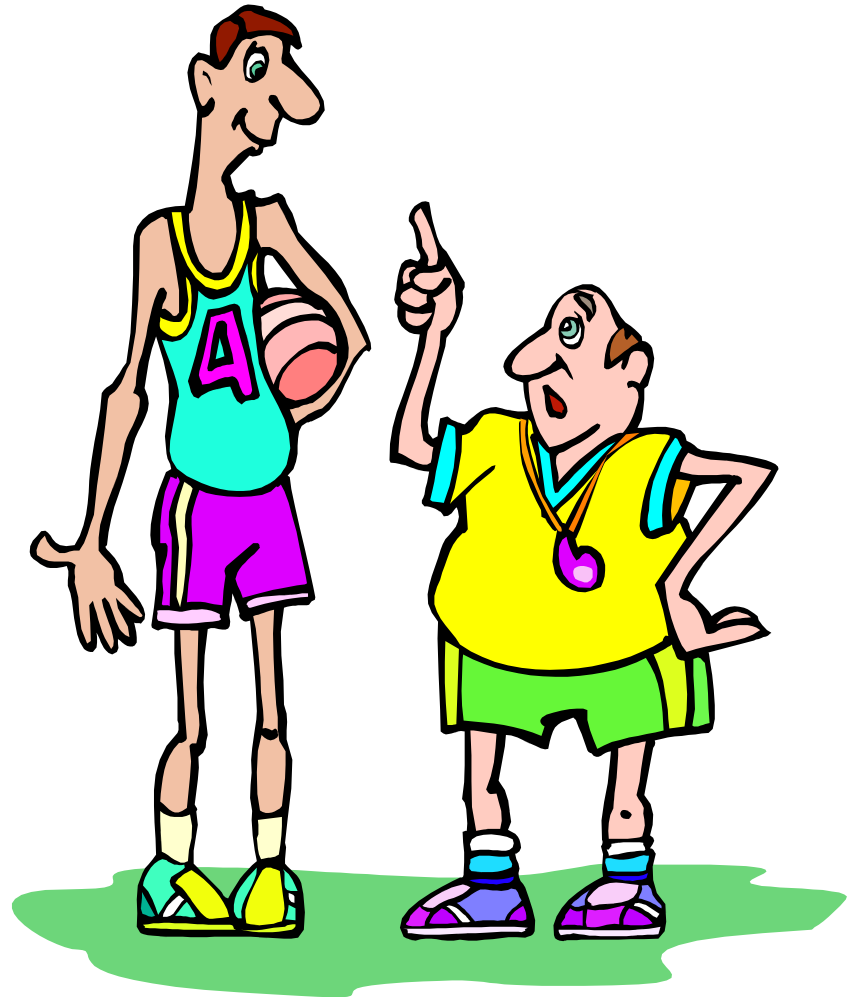


- How do you feel about this system of patient care?
- What is the purpose of work rounds and how do you run them?
- How would you effect a change in this pattern?

Residents as Leaders

Leite's TOP TEN TIPS

- A good leader ...



Residents as Leaders In Summary



BUT MOST IMPORTANTLY...

*Give your learner the tools to succeed and
make it happen!!!!*

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!**

