

2018 APPD Forum for Chief Residents Implementing Change at Your Program

1. Needs Assessment
 - Identify the change – what is it and why?
 - Anticipate challenges you will face
 - i. Helps identify priorities
 - ii. Establishes specific goals
 - iii. Allocates resources appropriately
 - Choose a method to conduct an assessment (survey, group meetings, etc.)
2. Identify the Stakeholders
 - Who will be impacted by the change and who is going to help make the change
 - Involve representatives from different stakeholder groups
3. Create Objectives
 - Be SMART!
 - i. Specific
 - ii. Measurable
 - iii. Achievable
 - iv. Realistic
 - v. Within a Timeframe
4. Secure Funding
 - Sometimes change needs monetary support
 - Look to your resources for help (PDs, APDs, administration, etc.)
 - Use supporting data from your needs assessment to make your case for funding
5. Incorporate Scholarship
 - It's important to measure your change and quantify your impact
 - Share your work and collaborate with other institutions
6. Achieving Balance
 - The risk of burn out continues into chief year
 - Not everything can be changed, so set achievable goals
 - Depend on your team and assign tasks
 - Work is part of life, but it does NOT define life – stay balanced!

Questions for Small Group Discussions:

1. What is something that you and other residents would like to see changed in your program?
2. Who are your stakeholders and is there buy-in from them? (e.g. residents, faculty, patients)
3. How would you deliver a needs assessment? (usually done in the format of a survey, helps you figure out the difference between things are now and the way you want them to be)
4. What are your objectives? (think about making them specific, measurable, achievable, realistic, and give a timeframe)
5. How are you going to incorporate scholarship? (abstract, poster, publication)
6. What is a strategy to help you achieve work-life balance with this project? (e.g. delegation)