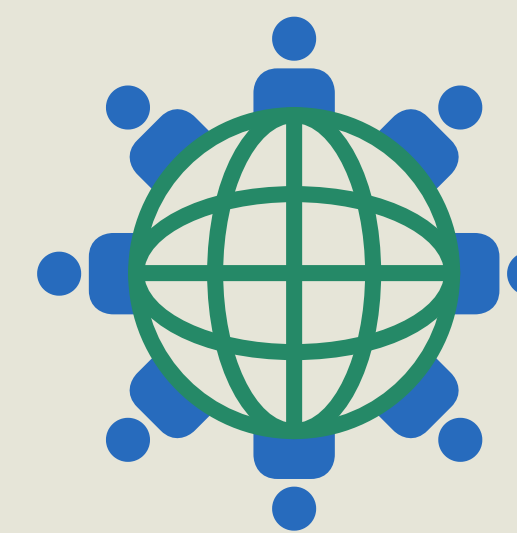


IMPORTANT LEADERSHIP SKILLS AND BENEFITS OF SHARED LEADERSHIP TRAINING FOR CHIEF RESIDENTS: A DELPHI ANALYSIS

Have an idea for a future CLRC speaker or topic?



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BACKGROUND

- Chief residents (CR) have pivotal educational and leadership roles in residency programs.
- The necessary CR leadership skills that transcend specialties have not been defined.
- Most training (if it occurs) on these skills occurs in silo.

OBJECTIVES

- Primary Goal - to define leadership skills important for the general CR role.
- Secondary aim - determine which skills should be included in cross-specialty CR training and identify benefits of such training.

METHODS: MODIFIED DELPHI APPROACH

Two sequential anonymous surveys to all Program Directors (n = 25) and Chief Residents (n=63)

Round 1:

- Inquired about what leadership skills are important for the chief role and the benefits of shared leadership training in an open-ended format.

Round 1 answers reviewed and categorized by authors prior to Round 2.

Round 2:

- Asked participants to rate categorized responses on a 5-point Likert scale and also rate if the topic should be included in chief resident training.

Delphi Round 1 Participants

35 Chief residents
15 Program Directors

25 ACGME specialties (100%) represented

Demographics:

- Gender:** 22 male (44%), 25 female (50%)
- Race:** White (n=31, 62%), Asian (n=7, 14%), Multiple (n=4, 8%), did not disclose (n=3, 6%)

Delphi Round 2 Participants

22 Chief residents
6 Program Directors

17 ACGME specialties (68%) represented

Demographics:

- Gender:** 12 male (43%), 15 female (54%)
- Race:** White (n=16, 57%), Asian (n=9, 32%), Multiple (n=2, 7%), did not disclose (n=1, 4%)

High consensus was defined as 80% agreement among the respondents
Approaching consensus was defined as 51% to 79% agreement.
No consensus was defined as 50% or less agreement.

RESULTS

High Consensus Regarding Important or Very Important Skills for the Chief Resident Role, N= 38

High Consensus Regarding Benefits of Shared Leadership Training with CRs from Different Specialties

Benefits:

Learning from other residency programs and departments:

Learning how other programs run and/or structure aspects of their program

Sharing of ideas with other chief residents

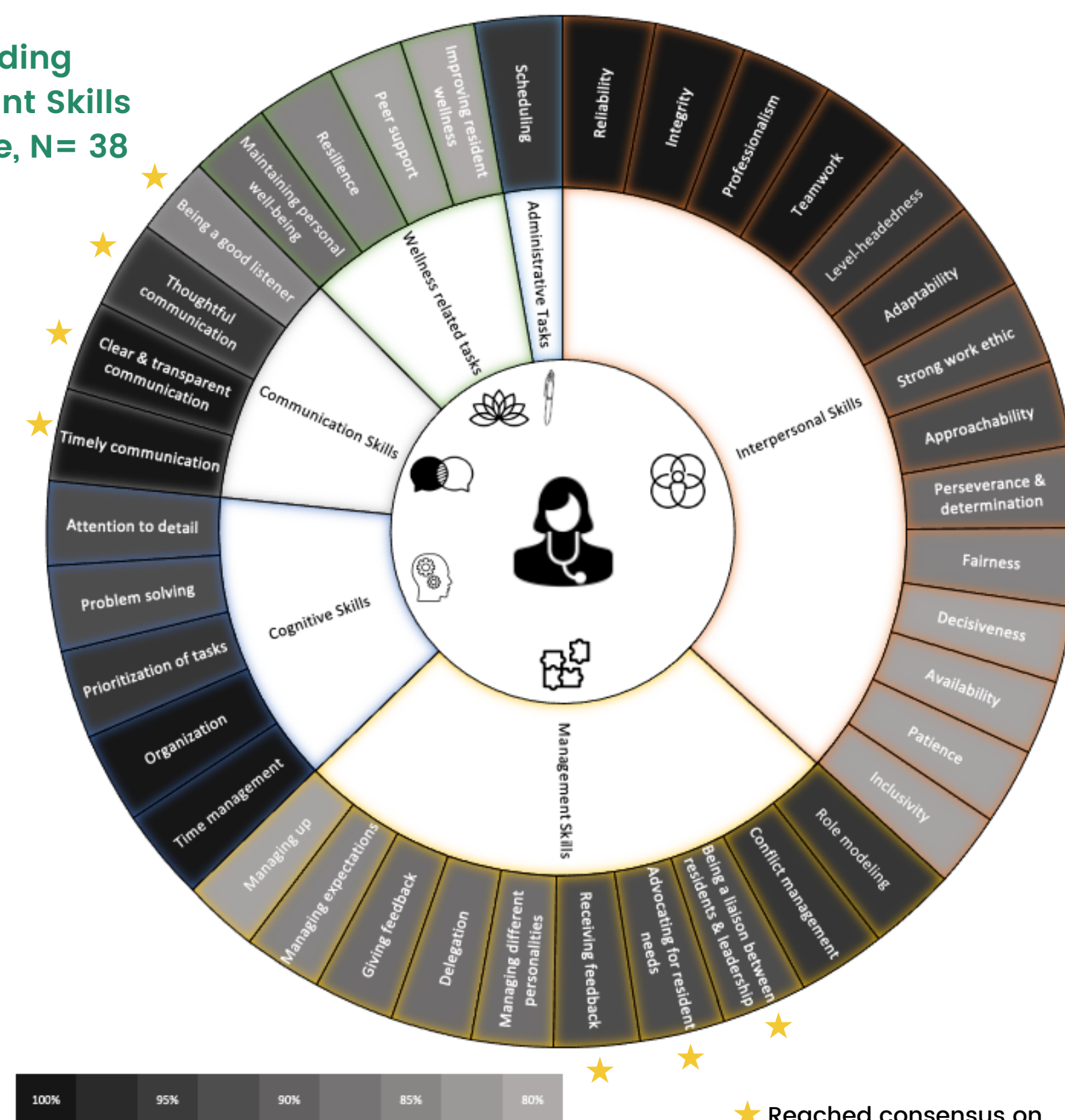
Learning from other programs' successes and challenges

Learning from diverse perspectives

Learning different leadership styles

Community and relationship-building with other chief residents:

Collaboration across programs



Two other skills reached consensus on inclusion in shared training but did not reach positive consensus on importance of skill: Strategic Thinking and Teaching

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CONCLUSION

- We defined a list of important leadership skills for the CR role that reached consensus across a broad range of specialties.
- We identified the perceived benefits of shared leadership training which are primarily in the category of learning from other residency programs and collaboration across programs.

SO WHAT?

- We recommend programs consider shared leadership training for CRs at their institutions with focus on communication and management skills.
- This data informs our Chief Resident Leadership Collaborative Curriculum.