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

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

Delphi Round 1 Participants
- 35 Chief residents
- 15 Program Directors
- 25 ACGME specialties (100%) represented

Demographics:
- Gender: 12 male (44%), 23 female (50%)
- Race: White (n=31, 62%), Asian (n=7, 14%), Other (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%), Other (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

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

High Consensus Regarding Benefits of Shared Leadership Training with CRs from Different Specialties
- Learning from other residency programs and departments
- 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

ACKNOWLEDGEMENTS
- Dr. Sybil Biermann, DIO and the GME office for their support of this work and leadership training for our chief residents
- Dr. Sarah Hartery for her mentorship in this work
- The MESP 2021-2022 cohort for peer support of this work

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.