Developing Internal Medicine Resident as Leader.

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Published In/Presented At
Developing Internal Medicine Resident as Leader
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**DESCRIPTION OF INNOVATION**

- We initiated a formal Resident as Leader (RaL) program as a pilot program at Lehigh Valley Health Network (LVHN) Internal Medicine residency
- Recruited two high-performing interns with interest in leadership roles to participate
  - One transitional resident
  - One categorical resident
- The RaL program has several facets:
  - Monthly didactic sessions to review general principles of leadership:
    - Self assessment
    - Journal club style review of literature in core leadership topics using business and medical literature
    - Discussion
    - Mentorship with established leaders at LVHN including junior residents and peers.
- Attendance at meetings with mentors:
  - Graduate Medical Education Committee meetings
  - Quality Improvement Committee meetings
  - Internal Medicine residency leadership committee
- Unique quality improvement projects focused on program development and processes:
  - Ongoing program focused Quality Improvement
  - Ongoing recruitment of additional mentors
  - Having PGY2 and PGY3 members lead and teach interns
  - Building the class to include PGY2 and PGY3 residents
  - Opening the curriculum to a larger group of interested residents while keeping the experience intimate and personal

**RESULTS**

- Completing month 5 of Resident as Leader curriculum
- Useful feedback given regarding self-assessment tools and articles reviewed
- Regular intern attendance at high level leadership meetings
- Excellent quality improvement program development QI projects
  - Creation of a Preventative Health rotation
  - Improvement of procedure experiences
- Resident as Leader is a helpful recruitment tool for incoming intern class

**FUTURE WORK**

- Opening the curriculum to a larger group of interested residents while keeping the experience intimate and personal
- Building the class to include PGY2 and PGY3 residents
- Having PGY2 and PGY3 members lead and teach interns
- Ongoing recruitment of additional mentors
- Ongoing program focused Quality Improvement
- Addition of a Leadership Book Club
- Collection of data regarding end of rotation evaluations, in service exam scores, and board scores to gauge the objective impact of Resident as Leader course

**REFERENCES:**


**GOALS**

- Identify leadership styles and foster strengths
- Understand the role of the leader in general and specific to Internal Medicine, Medical Education, and Quality Improvement
- Prepare residents to be better leaders to their junior residents and peers.
- Prepare residents for leadership roles in the future careers.
- Utilize their leadership skills to formulate and implement a quality improvement project at Lehigh Valley Health Network

**PROBLEM IDENTIFICATION**

- Creating excellent clinicians is the primary goal for internal medicine residency but should not be the only endpoint
- Clinical leadership is an important part of health care, quality improvement, and cost control
- Internal medicine residents are asked to lead multi-disciplinary teams during their residency; furthermore, many will go on to pursue leadership roles in their future practice
- Most current internal medicine residencies lack formal guidance in leadership skills including professionalism, communication, team building, conflict management, emotional intelligence, and giving feedback.

**IDENTIFICATION**

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