Leadership Curriculum for Chief Residents
University of Virginia Family Practice Residency Program

July 28, 2009

Goal: To provide UVA chief residents with a forum to develop and enhance their knowledge and skills in leadership and management.

Methods: The approach used will include reflection, discussion, exercises, instruments, readings and projects directly related to chief tasks.

Sessions:

1. Self Reflection I: *Introduction to leadership and management*- definitions, competencies and personal best practice experiences

2. Self Reflection II: *Application of personal traits and characteristics in leadership*- the Leadership Wheel as a model of personal leadership style

3. Self Reflection III: *Personal learning styles*- application to leadership in organizations

4. Self Reflection IV: *Evaluation and Feedback*- introduction to 360 feedback as a developmental tool. (This will be two sessions focused on summative and formative feedback and the approach to 360 feedback. Session one will introduce and review the process, principles, and methods. Session two will occur after completion of the 360 process and will review the data and develop plans for strengthening leadership)

5. Skill Building I: *Intentional design of meetings*- introduction to principles, processes, and review of basic structured designs. (An introductory session will focus on principles and designs. A second session will debrief application of principles in a meeting conducted by the chiefs.)

6. Skill Building II: *Negotiation*- introduction to a structured model for use in negotiation and application to a current or past negotiation process.

7. Skill Building III: *Time Management*- strategies for personal use in organizing activities and priorities

8. Skill Building IV: *Decision-making*- review of a model for making decisions in groups, including rationale, desired outcomes, and effectiveness.

9. Organizational Culture I: *Importance of values in organizations*- review of defined and covert values and their effects on members of an organization.

10. Organizational Culture II: *The Courage Model for Leadership*- introduction to the model and its applicability in our residency and department.

11. Organizational Culture III: *Power and influence*- organizations are generally hierarchical in their structures, affecting status, operations, and attitudes