The Resident as Team Leader

Learning objective:

At the end of this session, participating residents will be able to describe the role of the resident physician as team leader and manager.

Reflections for Resident Physician Leaders

- Resident physicians serve as key leaders in various settings, including being team leaders and managers on inpatient services.

- Resident team leaders are called upon to supervise patient care, set goals for their teams, coordinate tasks and workloads, resolve conflicts, communicate with attending physicians, and teach learners of various skill levels. (No wonder senior residents get tired!)

- Juggling all of these responsibilities can present major challenges, especially on busy clinical services. Senior residents may want to:
1. **Orient** your learners early, explaining your expectations and your goals as the team leader.

2. **Set goals** for the team and repeat them periodically, verifying learners’ understanding.

3. **Motivate learners** through a learner-centered approach. (What will learners get out of being “team players”?)

4. **Regularly offer specific feedback** about both positive and negative performance. To “catch people doing something right” can be a powerful strategy.

5. **Address conflicts proactively.**
   - Is the conflict a problem?
   - If so, is it your responsibility to address this problem?

6. **Model life-long learning** by showing how learners can set and meet their own learning goals. You are a key role model!

