

STEERING THE SHIP WITHOUT DRIVING: CHIEF RESIDENTS AND PROGRAM DIRECTORS GIVE AND TAKE IN ACADEMIC CONFERENCES

All years start with getting good chiefs.

A good set of chiefs = A good year

What are the Qualities of a chief?

- 1) (Role model) – clinically/ life
- 2) Personable
- 3) Leader
- 4) **Organized**

They must take on many different role – Leader, Advocate, Salesman, Disciplinarian, Arbitrator

The chief you want is **you** only better.

But they get no training. No prep and often have no idea what they are signing up for.

Change that! Pick who you want to be your chiefs and start prepping them:

- 1) Identify people who fit your idea early
- 2) Get them involved
- 3) Gets residents and attendings to see them as leaders
 - a. Allows them to see themselves as leaders
- 4) Establish some pre-chief roles
- 5) Make chiefs explain why they want to be chief in writing

A Chiefs real term is from April to November

What makes a Chief's job (or anybody's job) satisfying.

Autonomy: Being in control of our own choices

Complexity: Being able to master new skills and improve

Direct connection between effort and reward: Seeing the payoff—whether financial, spiritual, or other—of your work

Every year there should be Change! (Change or Die)

Example Model of clinical Practice.

Try case based not organ based

Try Complaint Based not organ based

Example Organization of conference day

Change number of sessions per day

Always evaluate the results intended and otherwise of these changes.

Hint:

Avoid intra lecture Deadspace by unifying how lectures are brought to conference.

Dropbox, email, one drive google drive. MAC or PC, Movies and video.

Basics for a good conference year:

- 1) Cover all the material
- 2) Make it entertaining
- 3) Use some proven educational theories
- 4) Plan for whole year
- 5) Schedule people long in advance
- 6) Leave room for outside forces

Some of our Failures and suggestions:

1: RESIDENTS WANT TO ELIMINATE POWER POINT PRESENTATIONS

Problem: Need to convey some facts as part of curriculum

Solution: Suggest formats for specific topics
Mixed model can be effective

2: RESIDENTS WANT MORE SMALL GROUP DISCUSSIONS

Problem: Variation in information given and poor preparation by some leaders

Solution: Need preset objectives
Get content out to leaders early

3: RESIDENTS WANT OUTSIDE SPEAKERS – WANT TO HEAR OTHER VOICES

Problem: Poor speakers, cover unwanted material.

Solution: Ask the expert or panel discussion
Know your speakers and set clear objectives
Evaluate the speakers

4: RESIDENTS WANT MORE ASYNCHRONOUS LEARNING

Problem: only 20% suggested, misses other objectives of conference

Solution: Get out of lecture hall
Preplanned/ multidisciplinary conference
Maximize and take advantage of the asynchronous time

5: RESIDENTS WANT TO TEACH MORE AT CONFERENCE

Problem: Poor lectures done the day before

Solution: Preparation and oversight
Start with shorter focused material
Feedback before and after

6: RESIDENTS DON'T WANT TOPICS LIKE EBM/JOURNAL CLUB

Problem: Needed

Solution: Change the name
Minimize stats and numbers
Gamification