

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!

References

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