

UCFMR Leadership Curriculum and Longitudinal Leadership Concentration

The University of Colorado Family Medicine Residency has developed a longitudinal leadership curriculum for all residents, along with a leadership concentration for residents who elect to receive additional training and experience in leadership. The curriculum formally launched in academic year 2021-22.

Learning Goals

- **All residents:** By graduation, all residents will be able to demonstrate effective leadership skills in their clinical practice, professional organizations, and communities in order to better serve the healthcare needs of their patients and the public
- **Residents in the Longitudinal Leadership Concentration (LLC):** Graduates of the concentration will build upon the leadership curriculum's foundational skills to become confident and effective change agents in the settings in which they serve.
- **Learning objectives center around these four domains:** Emotional Intelligence, Communication, Teamwork, and Impact of systems of health care

Learning Activities

The leadership curriculum includes the following learning activities during each year of residency.

PGY1: During intern year, residents learn about leadership skills during their Chautauqua months, at didactics, and in their continuity clinic. Residents participate in our Joy of Practice curriculum including observations of their clinic visits. They also participate in our Physician Wellness and PHACE curricula, receive training on implicit bias and privilege, learn about health policy and advocacy, and learn about their leadership style through assessments like the Strengths Finder.

PGY2: Residents develop their leadership skills by continuing to participate in our Joy of Practice, Physician Wellness, and Emotional Intelligence curricula. Additionally, during their Advance Practice Leadership month, they learn about giving feedback, senioring, developing leadership skills, and about payer models and Quality Improvement methods.

PGY3: During their final year of residency, PGY3s continue to participate in the curricular threads described above. With their classmates at the continuity clinic, they lead a clinic-wide Quality Improvement project. During a "Perfect Day", they engage in facilitated self-reflection with our Director of Behavioral Health while enjoying activities of their choice. During their Advance Practice Leadership 2 month, they complete the STFM Leading Change Module and hone their leadership and facilitation skills by leading their class QI project and by participating in several leadership meetings at their continuity clinic. They receive feedback on their participation in these meetings and on their presentation to the Interdisciplinary Care Team meeting.

Residents in the Longitudinal Leadership Concentration complete all aspects of the core curriculum described above and are encouraged to facilitate an article discussion at Health Policy Journal Club, and join the board of a local organization. Members of the concentration meet monthly with program leaders to hone their leadership skills through these activities:

- Hero's Journey
- Book club (Crucial Conversations, Dare to Lead)
- Narrative medicine exercise
- Diversity and Inclusion training

- Relational leadership
- Time management
- PCP stages of teams (forming/storming, values clarification, etc.)
- Coaching 101, 102
- Facilitating difficult conversations
- Value Clarification
- Upstander Training
- And many more