2020-02-27: How Do We Measure Effectiveness of a Leadership Curriculum?

The following links were shared during the chat:

- First Follower: Leadership Lessons from the Dancing GUy  
  https://www.youtube.com/watch?v=fW8amMCVAJQ&app=desktop
- Leadership Curriculum in Undergraduate Medical Education: A Study of Student and Faculty Perspectives  
- Moving Beyond Accidental Leadership: A Graduate Medical Education Leadership Curriculum Needs Assessment  
- Development and Validation of the Foundational Healthcare Leadership Self-assessment  
- An Innovative Residency Program Designed to Develop Leaders to Improve the Health of Children  
- Leadership and Management Training for Residents and Fellows: A Curriculum for Future Medical Directors  
- Training the Next Generation of Physician-Executives: An Innovative Residency Pathway in Management and Leadership  
- Yes to the Mess: Surprising Leadership Lessons from Jazz  
- Lead Like the Great Conductors  
  https://www.ted.com/talks/itay_talgam_lead_like_the_great_conductors?language=en
- Create in a Flash: A Leader’s Recipe for Breakthrough Innovation  
- Leading Organizations to Health  
  https://www.rchcweb.com/Programs-Events/Leading-Organizations-to-Health-LOH
- Everyday Leadership  
  https://www.ted.com/talks/drew_dudley_everyday_leadership?language=en
- The Mindful Manager: Validation of a Rounding Leadership Instrument for Residents  

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MedEd Chat @MedEdChat9 hours ago

**Topic 1: What #leadership models do you (or would like to) teach in your medical school? #MedEdChat #meded**

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Gary Beck Dallaghan @GLBDallaghan9 hours ago

T1 About the only one I've been intimately exposed to is relational leadership. I have to say it's a strong framework advocated by @s_smithson @UNC_SOM #mededchat
Paul Haidet @myheroistrane 9 hours ago
I show this video every chance I get. “Leadership is overrated; it’s the first follower that sparks a movement” #MedEdChat https://t.co/cXr4lp8k5I

MedEd Chat @MedEdChat 9 hours ago
RT @myheroistrane: I show this video every chance I get. “Leadership is overrated; it’s the first follower that sparks a movement” #MedEdChat

Gary Beck Dallaghan @GLBDallaghan 9 hours ago
@myheroistrane Priceless! Then that brings up a question. Are we allowing our students to be the first follower? If so, how? #mededchat

Paul Haidet @myheroistrane 9 hours ago
Anything we can do to shift students’ focus from the glory of leadership to its service aspects is a big plus in my book. #leadership #MedEdChat

Dr Lia Thomas @DrLiaT 9 hours ago
@MedEdChat Lia from Dallas #mededchat

Alliance4ClinEd @Alliance4ClinEd 9 hours ago
Ran across several examples in the literature....Leadership curriculum in undergraduate medical education: A study of student and faculty perspectives https://t.co/NnkjAGJRlR #mededchat

MedEd Chat @MedEdChat 9 hours ago
RT @Alliance4ClinEd: Ran across several examples in the literature....Leadership curriculum in undergraduate medical education: A study of...
Paul Haidet @myheroistrane 9 hours ago
@GLBDallaghan I don’t think we do. Many of our schools are focused on turning out “future leaders”, i.e., deans & department chairs and whatnot. How about turning out really solid community members who inspire by their example? #mededchat

Gary Beck Dallaghan @GLBDallaghan 9 hours ago
@myheroistrane Service is important....but how do you get someone to see that as a form of leadership? All too often aspects of service are deemed "beneath" someone. Thoughts? #mededchat

MedEd Chat @MedEdChat 9 hours ago
RT @myheroistrane: @GLBDallaghan I don’t think we do. Many of our schools are focused on turning out “future leaders”, i.e., deans & depart...

PR Geisler, EdD, ATC @BomberATDoc 9 hours ago
@MedEdChat T1: I’m not a med educator, but a HC professions educator/administrator. I like/use Jim Collins’ "From Good to Great", for Social Sectors...all about creating audacious goals, common excellence oriented vision, defining roles, and inspiring collective efforts #MedEdChat

Rahul Anand @RahulAnandMDMBA 9 hours ago
@MedEdChat We teach situational #leadership and use an EQ framework for self (awareness, regulation), team (social awareness, relationship and team Mgmt), and system (systems thinking, impacting systems) #meded #mededchat

Alliance4ClinEd @Alliance4ClinEd 9 hours ago
This article is a perfect example of focusing on management and leadership in the curriculum https://t.co/TJbIXNg7R #mededchat
@MedEdChat We teach situational #leadership and use an EQ framework for self (awareness, regulation), team (social awa...

RT @Alliance4ClinEd: This article is a perfect example of focusing on management and leadership in the curriculum https://t.co/TJblBXNg7R #...

@GLBDallaghan If all you focus on is the power, you (or your institution for that matter) will be seduced by it. It’s like MLK said.... #mededchat https://t.co/B3wqLhhxhI

RT @MedEdChat: We will assume that all of your tweets during #mededchat are your own during this hour unless otherwise stated #meded

RT @MedEdChat: T1 about to come up in a few moments #meded #mededchat

RT @MedEdChat: Topic 1: What #leadership models do you (or would like to) teach in your medical school? #MedEdChat #meded

@DrLiaT19 - I would love there to be discussions about how leadership styles change based on who you're leading. #mededchat
If all you focus on is the power, you (or your institution for that matter) will be seduced by it. It’s li...

What a brilliant thought. Do you think leadership styles have to be different for different groups? What if there was one that aimed at building relationships whether you’re a big L or little l leader and it cut across domains? #mededchat

T1 I don’t believe in leadership lead by one leader. everybody can have leadership skills or can develop as leader. This can lead to a situation everybody can be a leader in the organization needing no specific leader. #meded

Do you think that’s because there is an emphasis on a title? #mededchat

Here is another article that focuses its curriculum on titled leadership https://t.co/KpojwL30EA #mededchat

Here is another article that focuses its curriculum on titled leadership https://t.co/KpojwL30EA #mededchat

This particular article focuses its curriculum on relationships and accountability as well as some service https://t.co/RDFgRQERPG #mededchat
RT @Alliance4ClinEd: This particular article focuses its curriculum on relationships and accountability as well as some service https://t.c...

There’s great #leadership lessons to be gleaned from the world of #jazz. The bandstand is a microcosm of democracy, in all of its messy chaotic glory. #MedEdChat #MedEd https://t.co/4ge9rfbKp4

Topic 2: What elements of #leadership do you teach in your #meded curriculum? #mededchat

Here is my absolute favorite statement on #leadership, ever. #MedEdChat https://t.co/ZgqYYl0YXb

@MedEdChat Hello all! Joining #mededchat T1. A powerful summary of what leadership is comes from @simonsinek “Leadership is not about being in charge. Leadership is about taking care of those in your charge.”
Dr Lia Thomas @DrLiaT19 hours ago
@GLBDallaghan @MedEdChat I think a leader needs flexibility and listening skills to address goals and the needs of the team esp as both of those change. Leading a group of residents may require a different set of skills than leading a group of medical directors #mededchat

Sateesh Arja, M.B.B.S., MHPE, MSPH @ArjaSateesh9 hours ago
@GLBDallaghan @MedEdChat #mededchat T1 agreed. Leadership should not be a privilege or just a title. It should be service oriented as somebody mentioned before #meded

MedEd Chat @MedEdChat9 hours ago
RT @myheroistrane: Here is my absolute favorite statement on #leadership, ever. #MedEdChat https://t.co/ZgqYYI0YXb

MedEd Chat @MedEdChat9 hours ago
RT @DrSherineSalib: @MedEdChat Hello all! Joining #mededchat T1. A powerful summary of what leadership is comes from @simonsinek “Leader...

Gary Beck Dallaghan @GLBDallaghan9 hours ago
T2 The focus in #meded seems to always be on team effort, communication, and negotiating challenging discussions. #mededchat I like the idea of including emotional intelligence!

Paul Haidet @myheroistrane9 hours ago
Totally agree. We would do well to work to conceptualize leadership in ways other than the single leader (eg, distributed leadership, etc) in our curricula and in our organizational structures. How cool would THAT be? #mededchat
Amy Seegmiller Renner, PhD @SeeRenPhD 9 hours ago
@ArjaSateesh @MedEdChat Excellent thought! We need to empower every person to be a leader no matter their position #mededchat

Paul Haidet @myheroistrane 9 hours ago
RT @DrSherineSalib: @MedEdChat Hello all! Joining #mededchat T1. A powerful summary of what leadership is comes from @simonsinek “Leader...

Mark Shapiro MD @ETSshow 9 hours ago
@ArjaSateesh @GLBDallaghan @MedEdChat Mark Shapiro here. Hospitalist & host of Explore The Space Podcast here Great ?, an excellent foundation is to know that part of being a doctor is understanding that you will be looked as a leader whether you want it or not.#MedEdChat

Daniel Ricotta, MD, FHM @DanielRicottaMD 9 hours ago
Dan Ricotta here from Boston - T2 we have a multi-tier Resident as Leader #RAL curricula @BIDMC_IM - resident as clinical team leader, academic leader and administrative #MedEdChat https://t.co/Y3EoeSZZSq

Gary Beck Dallaghan @GLBDallaghan 9 hours ago
How do we foster that culture though? I worked with someone who could never recognize the leadership she brought to the table because she didn’t have the right degree. What can be done to improve that mindset and the culture? #mededchat

MedEd Chat @MedEdChat 9 hours ago
RT @DanielRicottaMD: Dan Ricotta here from Boston - T2 we have a multi-tier Resident as Leader #RAL curricula @BIDMC_IM - resident as clini...
Lonika Sood, MBBS, MHPE @sood_lonika 9 hours ago
Lonikasood from @WSUMedicine here #MedEdChat

Sherine Salib @DrSherineSalib 9 hours ago
@MedEdChat T2. At @DellMedSchool we have a 4 year longitudinal Leadership curriculum. It starts with teaching skills for “self leadership” We build on these concepts in the clinical curriculum #Mededchat

Paul Haidet @myheroistrane 9 hours ago
@GLBDallaghan How about emotional depth? Hell, I would settle for any emotion at all, but that is so often framed as a sign of “weakness” in many institutions. #mededchat

Mark Shapiro MD @ETSshow 9 hours ago
@DrSherineSalib @MedEdChat @simonsinek This is well put! #MedEdChat

MedEd Chat @MedEdChat 9 hours ago
RT @DrSherineSalib: @MedEdChat T2. At @DellMedSchool we have a 4 year longitudinal Leadership curriculum. It starts with teaching skills f...

Amy Seegmiller Renner, PhD @SeeRenPhD 9 hours ago
@GLBDallaghan I second this! For leaders to develop and refine their skills, they need to be able to self assess their emotional intelligence and their social intelligence #MedEdChat
Servant Leadership is very much the essence of Medicine. The primary goal is to serve, the leading secondary. #mededchat #meded

Dan Ricotta here from Boston - T2 we have a multi-tier Resident as Leader #RAL curricula @BIDMC_IM - resident as clini...

Big fan of what @DellMedSchool has done starting with self and team, then building systems and value based care, and moving to experiential application in clinical rotations #meded #mededchat

T2 - one thing I've been struggling with in terms of curricula is how to quantify Leadership. And also I think of programs in terms of Leadership with “L” and leadership with an “l” - organizational / administrative vs managerial skills #MedEdChat

The military GME programs have taken on this issue of developing leadership curricula https://t.co/6Gf2cf5mWu #mededchat
The ability to identify and assess your emotions and how you react to your emotions is a critical step for all leaders that tends to get over looked as a component to LeadershipDevelopment mededchat

We also conduct a combined Faculty & Resident Leadership Workshop I teach about Goleman’s leadership styles But... the secret is that to be an effective leader, you need to be adept at all styles... Use the right leadership style for the right situation mededchat

Seems like Leaders still need the managerial and organizational skills of “I”eaders to match to vision and inspiration of “L”eaders mededchat

Michaela from Lubbock Mededchat
Paul Haidet @myheroistrane 9 hours ago
@DanielRicottaMD Here is one of my favorite leadership programs that takes a distinctly relational focus on #leadership. #mededchat https://t.co/cDKeMJmUPC

Paul Haidet @myheroistrane 9 hours ago
RT @SeeRenPhD: @myheroistrane @GLBDallaghan The ability to identify and assess your emotions and how you react to your emotions is a critic...

Daniel Ricotta, MD, FHM @DanielRicottaMD 9 hours ago
RT @myheroistrane: @DanielRicottaMD Here is one of my favorite leadership programs that takes a distinctly relational focus on #leadership....

Alliance4ClinEd @Alliance4ClinEd 9 hours ago
This article found that accountability, collaboration, communication, team management, and self-management were the perceived needs for leadership. https://t.co/U6d25jBzsi #mededchat

Lonika Sood, MBBS, MHPE @sood_lonika 9 hours ago
@MedEdChat A2: @WSUMedicine our students get a leadership certificate over 4 years, discussing various aspects. Including self, leading and following, systems both healthcare and others, patient safety, advocacy etc #mededchat

MedEd Chat @MedEdChat 9 hours ago
RT @myheroistrane: @DanielRicottaMD Here is one of my favorite leadership programs that takes a distinctly relational focus on #leadership....
RT @Alliance4ClinEd: This article found that accountability, collaboration, communication, team management, and self-management were the pe...

@GLBDallaghan This is easier said than done as it will require a culture shift. First step is to realize a true leader does not need to have a whole bunch of letters behind their name. #mededchat

@MedEdChat A2: also I learn a ton about negotiation and budgets as I observe the class #mededchat

RT @SeeRenPhD: @GLBDallaghan This is easier said than done as it will require a culture shift. First step is to realize a true leader does...

@SeeRenPhD Seems to me the insecure "leader" is the one who requires that #mededchat

Topic 3: How do you effectively evaluate #leadership? #MedEdChat #meded

T3 Based on this discussion it seems that defining what is meant by leader in whatever capacity comes first. Won't know what metrics to consider otherwise. Right? #mededchat
Lonika Sood, MBBS, MHPE @sood_lonika 9 hours ago
@MedEdChat A3: do you mean the outcome of the leadership curriculum? It is complicated- self and peer assessment. Reflective practice. #mededchat

Amy Seegmiller Renner, PhD @SeeRenPhD 9 hours ago
@GLBDallaghan New leaders may also struggle as well as individuals who experience #impostersyndrome #mededchat

Daniel Ricotta, MD, FHM @DanielRicottaMD 9 hours ago
T3 - I think this is one of the most challenging things to do is measuring leadership because it’s hard to find objective metrics #MedEdChat

Sherine Salib @DrSherineSalib 9 hours ago
@ArjaSateesh @MedEdChat Agreed! If you’ve never seen Drew Dudley’s “Everyday Leadership” TED talk, it’s worth checking out (just 6 minutes) It talks about what he calls “the lollipop effect” I show it to my learners to underline that EVERYONE can be a leader #mededchat

Lonika Sood, MBBS, MHPE @sood_lonika 9 hours ago
@ESFCOMCraig get in on the #mededchat talking about #leadership

Amy Seegmiller Renner, PhD @SeeRenPhD 9 hours ago
How many #meded schools are teaching change management, project management or other "hard skills" that focus more on manager development? I very much value the focus on "soft skills" & wonder what the right mixture of these skills are for our learners? #MedEdChat
Daniel Ricotta, MD, FHM @DanielRicottaMD 8 hours ago
T3 @BIDMC_IM we created an instrument to measure leadership of daily rounds 🥇@JournalGIM “The Mindful Manager: Validation of a Rounding Leadership Instrument for Residents” 🥈@GraceHuangMD one strategy to quantify leadership #MedEdChat https://t.co/wadaFVqM4C

Rahul Anand @RahulAnandMDMBA 8 hours ago
@MedEdChat T2: still working to integrate leadership and teamwork into full curriculum, lucky to have @DreilingMD @LCoplit @LyubaKonopasek guiding us. #gratitude to @joshuadhartzell USU @antoniustsai

Gary Beck Dallaghan @GLBDallaghan 8 hours ago
@DanielRicottaMD @BIDMC_IM @JournalGIM @GraceHuangMD What sorts of skills did you evaluate? How did you decide on those? #mededchat
Brenda Roman, MD @BJBRoman 8 hours ago
@MedEdChat T2. @WSUBoonshoftSOM we have a Physician Leadership Development Program for dual degree students and are planning a leadership certificate for any interested students #mededchat

MedEd Chat @MedEdChat 8 hours ago
RT @BJBRoman: @MedEdChat T2. @WSUBoonshoftSOM we have a Physician Leadership Development Program for dual degree students and are planning...

Daniel Ricotta, MD, FHM @DanielRicottaMD 8 hours ago
@GLBDallaghan @BIDMC_IM @JournalGIM @GraceHuangMD Here is table 2 which reviews the items on the instrument which was developed using an evidenced based consensus driven process. https://t.co/wadaFVqM4C #mededchat https://t.co/XpLT1HpGYI

Sateesh Arja, M.B.B.S., MHPE, MSPH @ArjaSateesh 8 hours ago
@MedEdChat #mededchat T2 difference between management and leadership, team working and leadership, setting and communicating the vision, personal and professional development plan, self assessment, self-feedback, and developing self-development tools #meded

MedEd Chat @MedEdChat 8 hours ago
We have about 5 more minutes left in our discussion. Please feel free to give some final thoughts #meded #mededchat

MedEd Chat @MedEdChat 8 hours ago
RT @DanielRicottaMD: @GLBDallaghan @BIDMC_IM @JournalGIM @GraceHuangMD Here is table 2 which reviews the items on the instrument which was...
Daniel Ricotta, MD, FHM @DanielRicottaMD 8 hours ago
Thanks #MedEdChat @MedEdChat for hosting a chat on leadership which is such an important topic and often under emphasized in clinical training

MedEd Chat @MedEdChat 8 hours ago
@DanielRicottaMD It was a fun topic to do. Glad you all were on! #mededchat

Sherine Salib @DrSherineSalib 8 hours ago
@MedEdChat The true measure of a leader is how they’ve built up others #MedEdChat

Amy Seegmiller Renner, PhD @SeeRenPhD 8 hours ago
Great session tonight! Thanks for providing an avenue to discuss #LeadershipDevelopment in #MedEd #mededchat

Rahul Anand @RahulAnandMDMBA 8 hours ago
@MedEdChat T3: we’re also finding it challenging assessing #leadership. Pre and post self assessments, reflection of team simulation, and qualitative closing reflection to gather higher level outcomes. Lots to learn on this front, share your best ideas! #mededchat

MedEd Chat @MedEdChat 8 hours ago
That’s a wrap...I will post the #mededchat transcript tomorrow morning on https://t.co/mJivoK9NyX on the Resources page. Thanks everyone for participating! #meded

MedEd Chat @MedEdChat 8 hours ago
Join us again next Thursday at 9 pm NYC. @apgonews will be our guest host talking about forward feeding in #meded #mededchat
RT @MedEdChat: We have about 5 more minutes left in our discussion. Please feel free to give some final thoughts #meded #mededchat

RT @SeeRenPhD: Great session tonight! Thanks for providing an avenue to discuss #LeadershipDevelopment in #MedEd #mededchat

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RT @myheroistrane: Here is my absolute favorite statement on #leadership, ever. #MedEdChat https://t.co/ZgqYY10YXb

@MedEdChat T1: 1st time here #mededchat! #leadership curricula are very near/ dear to me! The best leaders know the ground up & role model effective behavior, show investment, & active listening. I strongly believe everyone can grow into being a leader. Just a matter of playing to strengths

RT @myheroistrane: Here is my absolute favorite statement on #leadership, ever. #MedEdChat https://t.co/ZgqYY10YXb
Giovanna Alvarado @alvarado_giovi7 hours ago
RT @myheroistrane: @GLBDallaghan If all you focus on is the power, you (or your institution for that matter) will be seduced by it. It’s li...

Expressions Training @LeaderRepeater7 hours ago
Shared by @SeeRenPhD: @myheroistrane @GLBDallaghan The ability to identify and assess your emotions and how you react to your emotions is a critical step for all leaders that tends to get over looked as a component to #LeadershipDevelopment #mededchat

Dr. Paeds MB;BS, FWACP, FESPE @IRS91ANGELS6 hours ago
RT @MedEdChat: Topic 1: What #leadership models do you (or would like to) teach in your medical school? #MedEdChat #meded

The #MedEdChat Influencers
Top 10 Influential

- MedEdChat 100
- ArjaSateesh 86
- GLBDallaghan 82
- DrSherineSalib 75
- myheroistrane 72
- DanielRicottaMD 68
Prolific Tweeters

MedEdChat 29
myheroistrane 11
GLBDallaghan 10
DanielRicottaMD 10
SeeRenPhD 7
MedEdBot 7
Alliance4ClinEd 6
DrSherineSalib 5

sood_lonika 5

RahulAnandMDMBA 4

Highest Impressions

MedEdChat 224.1K

ETSshow 17.7K

myheroistrane 16.7K

GLBDallaghan 14.6K

MedEdBot 12.5K

ShreyaTrivediMD 12.0K

DanielRicottaMD 11.1K

LeaderRepeater 4.4K
SeeRenPhD 3.3K

Alliance4ClinEd 2.8K