Can Leadership Training be done Virtually?

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Chief Residency Induction Program

Two day Leadership Training Course

Prepares Chief Residents to face challenges in their tenure

Background
Due to COVID-19

In-person seminar → Virtual seminar
Challenges

- CONSTANT ENGAGEMENT
- SMOOTH DELIVERY
- SAFE INTERACTION
Virtual Chief Residency Induction Program

Methods
Virtual Chief Residency Induction Program

Methods
Encouraging constant engagement

- Ice breakers
- Vision sharing
Topics

Self
- Body dispositions and archetypes
- Service before self
- Self-care and mindfulness

Team
- Negotiation and conflict management
- Leadership TED talks
- Learning from the follies of your seniors

System
- Helicopter view of healthcare policy

Methods
Encouraging constant engagement

- Yoga breaks
- Zoom lunches
Results

Sharing sessions that CRs find beneficial

- Sharing by RC EXCO: 24.1%
- Helicopter view on healthcare policy: 48.3%
- Learning from the follies of your seniors: 37.9%
- Leadership Ted Talks: 96.6%
- Service Before Self: 27.6%
- Sharing by DyGCEO: 24.1%
Results

Activities that CRs find beneficial

- Negotiation and Conflict Management: 100.0%
- Self-care and Mindfulness: 65.5%
- Body Dispositions and Archetypes: 86.2%
- Reflections: 79.3%
- Vision Sharing: 69.0%
## Areas for improvement

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<th>Respecting</th>
<th>Autonomy in a virtual space</th>
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<td>Addressing</td>
<td>ZOOM fatigue</td>
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<td>Maintaining</td>
<td>Constant engagement</td>
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Possible ideas for future runs

Virtual role-playing

Improving interactions
Conclusion

A virtual leadership meeting poses unique challenges but can be effectively conducted with adequate depth of interaction over a virtual platform.
Thank you