

A New Leadership Development Curriculum for Student Leaders in Learning Communities

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Why leadership development?

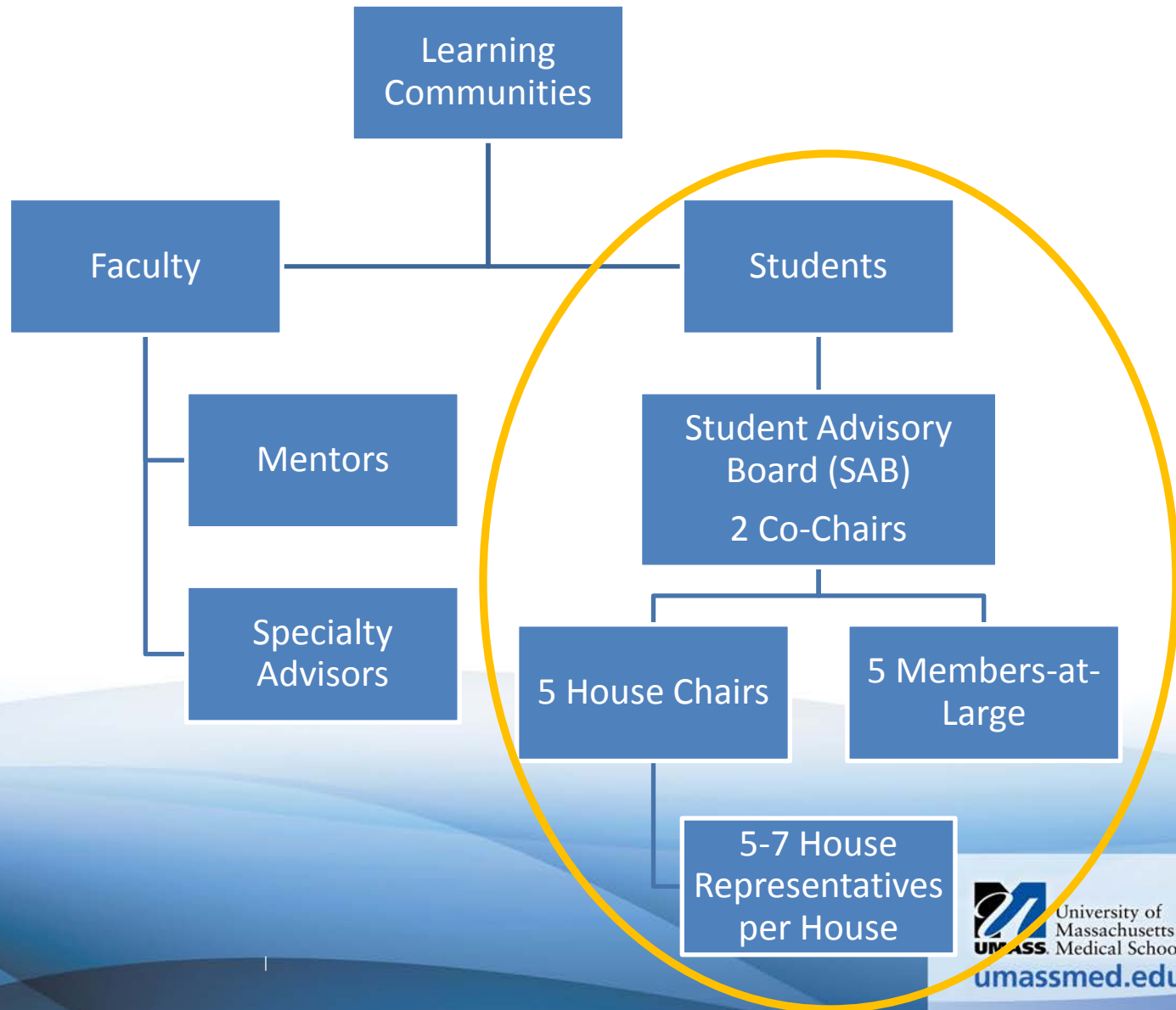
- Medical students & faculty value leadership
- LC-engaged students want to learn & refine leadership skills¹
- Most student leaders do not feel fully competent in management principles²
- LC's suffer without good student leadership

Kolb's Model of Experiential Learning

- Learning based on experiences
 - evidence-based
 - preferred by students and faculty²



UMass LC Leadership Structure



Goals of UMass LC Leadership Development Initiative (LDI)

- Enhance leadership skills among medical student leaders
- Encourage recognition of leadership as a set of learnable skills
 - Create space for open, honest discussion of struggles
 - Facilitate sharing among leaders with different backgrounds

LDI Format

- Part of regular monthly meeting
- Monthly “challenge” that builds specific leadership skills
 - 5-minute debrief on previous month’s challenge (RO)
 - 5-minute introduction of next challenge (RO)
 - 10-minute discussion of experiences (RO, AC)
 - Independent practice in role (AE, CE)

Pre-LDI Needs Survey - Strengths

- Leading with Integrity
 - I understand that leading begins with leading from the heart (with compassion, sensitivity, with **integrity**).
 - I value the heart, character, and **integrity** of myself and others.
 - I **follow through** on the promises and commitments that I make.
 - I am able to exert **self-discipline** when needed.
- Leading courageously
 - I take a stand for my **values**.
- Fostering teamwork
 - I lead the celebration of **team** accomplishments.
- Building Relationships
 - I prioritize successful **resolution of conflict** with others.

Pre-LDI Needs Survey – Weaknesses

- Development
 - I develop leaders at all levels of our organization.
 - I identify and seek to tap people's potential.
 - I invest in people development in my organization.
 - I consider and offer developmental challenges.
- Providing direction
 - I foster the fulfillment of a common vision.
- Championing Change
 - I provide the energy that propels people along the change process, no matter how great the difficulties.
- Teamwork
 - I prefer to work on tasks with a team versus individually.
 - I trust in people's competence.

Monthly LDI Challenges

- Challenges to date (some repeated in cohorts 1 and 2)
 - Plan a meeting that all can attend
 - Create and print agendas for a meeting
 - Document event planning and execution
 - Create a vision statement
 - Debrief on a big meeting
 - Develop a leadership pipeline

Outcomes

- Honest discussion of frustrations, challenges, failures
 - How to handle committee or co-leader who doesn't show up?
- Idea sharing and partnering between leaders
 - Negotiating budgets and commitments
 - Celebrating others' success and learning from it
- New close-knit group with peer-to-peer mentoring

Planned Participant Evaluation

- Qualitative feedback from cohort 2 mid-way through LDI (October 2015)
- Qualitative feedback from cohort 1 in October 2015 (~8 months post-LDI)
- Post-LDI self-assessment from cohort 2 for comparison to pre-LDI, February 2016

Questions?

