Training Fellows to Be Leaders: Ensuring the Future of Palliative Care (FR401)

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Objectives

- Define essential leadership skills that every successful palliative medicine faculty member needs upon leaving training.
- Describe manageable and effective strategies for integrating leadership content into fellowship training.
- Discuss challenges for teaching this content and reflect on strategies for incorporating leadership training content into participants’ own educational programs.

As the field of palliative medicine expands and evolves, the need to develop strong and effective interdisciplinary leaders to direct clinical, research, and educational programs is essential. Junior faculty members are frequently asked to head programs within years of training, often before they have benefited from experiences that help them gain leadership skills. Although many individuals who are currently leading palliative care programs have benefited from formal leadership skills training by participating in the AAHPM LEAD program and the Macy Foundation as part of their early career paths, many more have not had the opportunity to receive this training. Ideally this training would be initiated during residency and fellowship programs to maximize the development of a mature skill set before physicians and nurses are asked to lead institutional programs. During this interactive program, four experienced palliative medicine leaders who have benefited from leadership training through the AAHPM LEAD program will describe the leadership skills training content and methods they have found to be personally effective as well as strategies they have successfully implemented into their programs. Key topic areas will include addressing interdisciplinary team dynamics, optimizing team health, skillfully resolving conflict, developing skills in negotiation, fostering effective mentor-mentee relationships, and self-care. Participants will have the opportunity to interact in the large group to share ideas and challenges with each other. Materials used to teach these skills will also be distributed to allow participants to incorporate them into their curricula. At the end of the session, participants can reflect individually and together on strategies for translating this content into an action plan to incorporate and expand individual and programmatic strategies for effective leadership.