

## **ENRH 170 Course Description: Developing Medical Students into Leaders**

*Course Directors:* Melanie Sulistio, MD and Blake Barker, MD

*Faculty Sponsor:* N/A

*Department:* Department of Internal Medicine

*Student Liaison:* Alexa Ciarolla

*Requirements:*

- Minimum Students: 4
- Maximum Students: 14

*Rationale:* UT Southwestern's educational program objectives state that it is expected that students will "work effectively in a team as a member or leader" and that they will "perform supervisory responsibilities commensurate with one's roles, abilities, and qualifications". However, UTSW does not yet have a formal leadership curriculum, often expecting that students will meet these expectations through small group mentorship or experiential encounters while on clerkships. Given the wide variety of experiences between students, it would be advantageous to offer a formal leadership curriculum to students to give them the proper foundation for taking the role of a leader in their future careers.

*Objectives:*

At the end of this course, students will be able to:

1. Identify their own strengths, limitations, and biases and reflect on how these can affect their own behavior and its impact on others.
2. Describe different learning and leadership styles and be able to set goals for self and for a group based on identified styles
3. Understand the components of valuable and effective feedback
4. Communicate with those who have a differing viewpoint and be able to manage conflicting viewpoints between members of the team
5. Understand team dynamics and interpersonal relationships of team members
6. Differentiate mentorship, coaching and sponsorship, and describe features of excellent menteeship.
7. Identify and implement influencing and negotiation skills
8. Discuss tenets of organizational culture and how this can influence the function of teams at all levels

*Format:*

- Discussion based course with intermittent didactic elements and small group activities

*Student Evaluation:*

Grades will be pass/fail. Attendance is required to receive credit for this course.

*Course Evaluation:*

Grading will be pass/fail. To receive transcript acknowledgment, students must:

- attend 10 of 12 participant hours – this includes the Leadership Retreat on Saturday, Sept 25
- complete the online REDCap course evaluation form

	Date/Time	Facilitator	Topic
Retreat Schedule 9/25/21	8-8:30am	Alexa Ciarolla	Course Intro
	8:30-10am	Dr Melanie Sulistio, Dr Quinn Capers	Growth mindset & identifying personal biases
	10-10:15am	Break	
	10:15-11:15am	Dr Angela Mihalic	Identifying personal strengths and challenges
	11:15-11:30am	Break	
	11:30am-12:30pm	Alexa Ciarolla	Exploring leadership styles
Session 5	10/4/21 or 10/5/21 5pm	Dr Tommy Wang, Dr Blake Barker	Working with differing viewpoints & managing conflict
Session 6	10/12/21 5pm	Alexa Ciarolla	Intro to team dynamics
Session 7	10/18/21 5pm	Dr Deb Diercks, Dr Melanie Sulistio	Team roles and delegation
Session 8	11/1/21 or 11/2/21 5pm	Dr Larissa Velez	The value of feedback
Session 9	11/8/21 or 11/9/21 5pm	Dr Rachel Bonnema	The Ins and Out of Mentorship
Session 10	11/16/21 5pm	Dr Keith Argenbright, Dr Blake Barker	Influencing others and negotiation skills
Session 11	11/29/21 or 11/30/21 5pm	Dr John Warner, Dr Melanie Sulistio	Organizational Culture
Session 12	12/6/21 5pm	Alexa Ciarolla	Course Review and Wrap-up/Sim session