

Development of a Manager rotation for senior subspecialty residents in Developmental Pediatrics

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The Manager Role of the CanMEDS framework for residency training includes key competencies of working collaboratively within an organization, effectively managing a practice and functioning in administration and leadership roles.

We describe the ongoing development of a new 1-month management rotation in the second year of a Royal College of Physicians and Surgeons of Canada (Royal College) approved subspecialty residency training program in Developmental Pediatrics.

This rotation was instituted in the 2009/10 academic year. Upon completion of training, Developmental Pediatricians frequently work in tertiary centres with job responsibilities that include leadership roles within clinical and/or intervention teams and programs.

This rotation was designed to provide direct experience with these activities during training. The second year "school-aged services" block in our 2-year training program was identified for this purpose as residents had already worked for a 3-month block in this area during their first year and had achieved competency in the Medical Expert learning objectives for that block.

The residents were well known to the members of the assessment and intervention programs and welcomed in their leadership roles. The following components of the rotation will be discussed: selection of a program for residents to manage, daily and weekly structure of the rotation, getting "buy-in" from the team or program, provision of appropriate support staff (secretarial and nursing), direct instruction and coaching around time management skills, adjustment of the level of preceptor supervision and development of comprehensive evaluation processes. Preliminary feedback from team members and learners in this pilot year and next steps in further developing this rotation will be presented.