

How to involve your residents in developing CanMEDS initiatives: An innovative CanMEDS workshop to identify resident-driven priorities

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Our objective was to actively involve residents in identifying key specialty-specific CanMEDS priorities and initiatives for our program.

A one-hour workshop was integrated into an academic half-day and included:

1. An information session to provide relevance and educate residents on specialty-specific CanMEDS objectives;
2. A brainstorming carousel to elicit specialty-specific skills, tasks and Roles under each CanMEDS competency;
3. Small group discussions to identify 1 key initiative for each CanMEDS competency; and
4. A large-group open vote to identify the top 3 resident-driven priorities overall.

A three-page summary document was prepared and presented to the residency training committee. It included the following key initiatives for each of the 7 CanMEDS Roles:

- a continuity clinic (Medical Expert);
- staff evaluation of verbal/written reports (Communicator);
- family-centred rounds (Collaborator);
- senior resident workshop (Manager);
- multicultural workshop (Health Advocate);
- evidence-based morning report (Scholar); and
- morbidity and mortality rounds (Professional).

It also identified morbidity and mortality rounds, the continuity clinic and morning report as the top three priorities overall.

Sixty-nine percent of residents gave the workshop leader a score of 4 or 5 on a 5-point Likert scale for "made topic interesting" as well as for "enthusiastic and stimulating." Mean scores were 4.0 and 3.9 respectively (n = 16). Written feedback was also very positive. The workshop created an active and receptive environment for resident feedback, identified program weaknesses in teaching specialty-specific competencies, and produced numerous novel ideas for the teaching of CanMEDS competencies.

It also generated positive energy and interest among the resident group to further develop CanMEDS initiatives. This workshop could easily be tailored to any program, regardless of specialty or size, to achieve similar program-specific outcomes.