

## Teaching administrative medicine to residents: Development and implementation of a physician manager curriculum

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The authors describe the development and implementation of a physician manager curriculum, addressing the learning needs of psychiatry residents in administrative medicine and health systems.

The curriculum includes a junior and a senior toolkit of 4 workshops each. The junior toolkit introduces postgraduate year 2 (PGY-2) residents to the principles of Teamwork, Conflict Resolution, Quality Improvement and Self and Career Development. The senior toolkit exposes postgraduate year four (PGY-4) residents to Leadership and Change Management, Organizational Structures, Mental Health and Addictions Reform, and Program Planning and Evaluation. Postgraduate year 3 residents undertake longitudinal Quality Improvement projects. Resident surveys and focus groups have provided input on the importance and clinical relevance of the workshop objectives, the structure of the curriculum and on areas in need of improvement.

Residents' responses to this new curriculum have been very positive. Residents value the interactive teaching methods and contextual relevance of the workshops. They suggest better integration of administrative topics into their clinical rotations and opportunities for advanced administrative training through mentorship and elective rotations.

It is possible to successfully introduce a physician manager curriculum early during residency training, to match rotation specific needs. Interactive techniques and clinical illustrations may be crucial in facilitating teaching and learning the physician manager role. The authors will discuss barriers, facilitators and critical success factors in implementing a physician manager curriculum.

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