

LEADERSHIP AND QUALITY IMPROVEMENT: AN OPPORTUNITY TO OPEN DOORS FOR JUNIOR DOCTORS

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Background

Junior doctors are encouraged to develop leadership skills from early in their career.¹ Participating in quality improvement (QI) projects is a good opportunity to do so, however little formal training is provided.

Methods

We developed a leadership and QI course for junior doctors, with a focus on delivering an impactful QI project. Pre-existing resources were used to ensure there would be no financial burden for junior doctors, with speakers including the CEO of the hospital, current trainees and members of the QI team.

Course schedule

Introduction to leadership

The leadership journey of a CEO

A clinician's perspective on leadership and QI

How to make your QI project a success

QI in the digital era

Brainstorming and questions

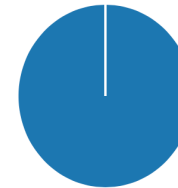
Results

There were 23 participants, made up of junior clinical fellows, foundation year and core trainees.

There was a self-reported 67% increase in knowledge of leadership opportunities.

There was a 30% and 28% increase in confidence in QI methodology and ability to participate in a successful QI project respectively.

Has this course given you ideas to start/join a QI project or helped you with an existing one?



Course feedback

Was a great course

Each speaker inspired me today...I'm looking forward to starting my first QIP!

It would be nice if it was a bit more interactive

Came into it have done QI but not feeling that they were a great success. Helped me reflect a lot of what could have been done better.

Key messages

- There is a genuine enthusiasm among junior doctors to start to develop their leadership skills early in their career.
- This project provides opportunities to engage leaders of the future, while simultaneously offering an opportunity to improve the calibre of QI projects conducted by junior doctors.
- Initiatives like this can be low-cost and are easily reproducible.

References

1. O.Osanlou. *The Chief Registrar Programme: developing future leaders.* *Future Hosp J.* 4(1): 7-8.