Leadership And Simulation:
Leadership Lessons Learned through the Development and Implementation of a Simulation Curriculum
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Project Overview
- Develop a Simulation curriculum for a 9/9/9 unopposed community-based Family Medicine residency
- Implement high fidelity simulation training pertaining to in-hospital critical patient management skills across all three years of training
- Collaborate inter-organizationally with a Simulation Center at a local Military Training Center to write, develop and run simulation scenarios
- Design, gain IRB approval for, and implement a study to evaluate the impact of simulation training on family medicine resident skills in running a critical patient scenario, leading a team, and critical thinking.
- Evaluate successes and challenges and debrief program implementation with our team. Plan for future expansion of simulation training over the next few years

Leadership Lessons Learned

Project Related
- Don’t be afraid to ask for what you need
- Be realistic about what you can accomplish within your timeframe and with your resources
- Choose your team wisely
- Know the skills of your team members
- Start somewhere. Be willing to start small even when your vision is big

Universal
- Remember to balance leadership and management
- Take advantage of opportunities as they present themselves if they are right for you
- Always remember to thank your team and people who help you along the way
- Take time to debrief, look back, then look ahead
- Get out of your comfort zone

Leadership Accomplishments
- Successful Implementation of simulation training during all 3 years of training at our program
- IRB Approval for our Study which is now in progress
- Immediate positive impact on patient care delivered by residents completing the simulation training
- Inter-organizational collaboration with a Military Training Center
- Enthusiastic, engaged, appreciative residents who were actively learning
- Innovative project implementation with limited resources and limited staff
- Organization leadership level recognition and invitation to future GME planning sessions
- Development of a collaborative network in Phoenix for simulation case development and sharing

Next Steps
- Expand simulation training for the Scottsdale Healthcare Family Medicine Residency Program
- Revamp Educational Workshops to include additional procedural and case-based simulation training
- Explore simulation as a tool for interdisciplinary teamwork training at Scottsdale Healthcare
- Finalize and publish simulation related study
- Seek new training and professional skill development opportunities in simulation
- Strengthen collaborative network for developing and sharing simulation cases
- Use skills developed during this project and apply them to leadership opportunities outside of simulation including AzAFP involvement and curricular development.