

Module 14 – Leadership – Case Study 2

Sam is post-graduate year (PGY) 4 and an ED Provisional Trainee. She is commencing as a Registrar for the first time at Silver Sands Hospital. She is allocated to work 12 months in ED. She is adjusting to the role of being a clinical supervisor to the residents, and to learning to be more autonomous with clinical decision making. She is balancing this with seeking supervision herself from the ED consultant on the floor each shift. At her first ITA, the DEMENT asks her how her Leadership is evolving.

Sam hadn't appreciated that, as a new registrar, she might be considered to be a Leader. But she reflects upon this and considers: If I am a leader, then who might be my followers...?

1. Who are Sam's "followers"?

Residents

Other ED staff – clinical and non-clinical

Patients and families

Consider influence on inpatient colleagues and even senior staff.

2a. What acts of leadership might define Sam's approach to leadership?

Consider groups of followers above and consider the choices Sam makes in her interactions.

2b. What approaches to leadership might Sam consciously and deliberately adopt?

(Connection with people – colleagues: asking about breaks/family/life outside work; patients: keeping them informed, linking them with staff or services; Modelling professionalism and "setting the tone").

3. Reflection – what behaviours or acts might you work to adopt in order to "set the tone" every shift?