Developing future leaders:
The Chief Resident Leadership Programme in Scotland

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Introduction

- The Chief Resident role, first introduced to Scotland by NHS Lanarkshire, has been adopted by most Scottish boards.
- However, specialty training lacks standardized support for leadership and management development and skills acquisition.
- To address this gap, a bespoke 'Chief Resident Leadership Programme' was created to equip future consultants with these essential competencies.

Method

Delivered via a hybrid model (in-person and Microsoft Teams), the programme attracts Chief Residents nationwide through invites via Directors of Medical Education. Four themed teaching days span the academic year:

- **Leadership in Action:** Senior leaders from NHS, Scottish Government and academic backgrounds, provide insights on successes, challenges, leadership roles & styles
- **Significant Adverse Events & Human Factors:** Understanding SAER and human error processes and how to support colleagues through the associated procedures.
- **Consultant Essentials:** Practical guidance around senior medical interviews, job planning, business cases, and legal responsibilities etc.
- **Supporting professionalism in practice:** Strategies for sustaining optimal training and clinical supervision environments, plus opportunities to present ongoing chief resident projects nationally

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Residents have regularly represented the following healthboards:

- NHS Lanarkshire
- NHS Ayrshire & Arran
- NHS Borders
- NHS Dumfries & Galloway
- NHS Forth Valley
- NHS Fife
- NHS Greater Glasgow and Clyde
- NHS Lothian
- NHS Orkney
- NHS Shetland
- NHS Tayside

Results

- The NHS Lanarkshire Chief Resident Leadership Programme has run in its current format since 2019.
- Chief Residents from across NHS Scotland regularly participate in the sessions. Feedback is overwhelmingly positive.
- The programme has fostered collaboration across health boards and generated publications such as:
  - Robertson C, Manners R, Bingham K, French H, Porteous KY, Oliver S. An evaluation of the West of Scotland in-programme Chief Resident role. Future Healthc J. 2024 Apr 20;11(2):100131.

Feedback

Discussion

- Consistent positive feedback demonstrates the programme's value in providing a strong academic and social learning experience that otherwise wouldn't be attained.
- Exposure to inspirational local leaders and national-level speakers equips participants with leadership and management skills essential for consultant roles.
- Highlights of the programme include its national reach, and the safe space it provides for chief residents to grow and develop in their leadership roles.
- The programme is positively shaping Scotland's next generation of medical leaders—bridging the gap between training and real-world leadership