

Empowering Junior Doctors as Educational Leaders for Peer-Led Surgical Skills Training

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Introduction

- Access to surgical skills training represent a significant challenge in postgraduate medical education due to the busy schedule of resident doctors
- To address this, a peer-led surgical skills club was designed to increase access to foundational surgical knowledge and practical skills
- This involved a mentorship framework which was used to motivate and guide junior doctors in establishing this sustainable, high-impact educational initiative.

Methods

- A surgical skills club was organised in a district general hospital
- A senior supervisor mentored a committee of 3 junior resident doctors and adopted a transformational leadership style
- The focus was on empowerment and encouraged the junior colleagues to contribute to curriculum design and overall responsibility for the project



Figure 1. Transformative Leadership Style, adapted from (1)

Results

- The empowerment-focused mentorship strategy cultivated a highly motivated and effective junior doctor leadership team
- The committee successfully designed, promoted, and delivered an environment for surgical skills development, which has been ongoing for 3 months with an average of 3 attendees each session
- The skills developed include suturing and joint aspiration
- The junior organisers anecdotally reported significant growth in their leadership capabilities and teaching skills.



Figure 2. Overview of Surgical Skills Club

Discussion/Conclusions

- A supervisory approach rooted in transformational leadership is a powerful strategy for enabling junior colleagues to create their own educational solutions
- By focusing on motivation and guidance, the goal of widening access to surgical education was achieved and a crucial step was also made in developing the next generation of medical educators and leaders
- Future work should include objective data collection on the organisers confidence levels and aim to grow the attendance of the skills club.

References

1. Notarnicola I, Duka B, Lommi M, Grosha E, De Maria M, Iacrossi L, Mastroianni C, Ivziku D, Rocco G, Stievano A. Transformational Leadership and Its Impact on Job Satisfaction and Personal Mastery for Nursing Leaders in Healthcare Organizations. Nurs Rep. 2024 Nov 18;14(4):3561-3574. doi: 10.3390/nursrep14040260. PMID: 39585151; PMCID: PMC11587417.