



Training Tomorrow's Leaders: Preparing Residents

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Disclosures

- Medivation/Astellas: research funding
- Merck: advisory board
- Johnson & Johnson: advisory board
- Vyriad: advisory board
- Aura Biosciences: data safety monitoring board
- Ferring: advisory board

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My Leadership Education Journey



- **Sponsorship**

My Leadership Education Journey

- American College of Surgeons “Residents as Teachers and Leaders” **2008**
- Robert Wood Johnson University Hospital **2016**
- Rutgers Business School **2016**
- American College of Surgeons **2018**
- Rutgers Robert Wood Johnson Medical School **2019**
- Harvard Medical School **2022**
- The Ohio State University **2022, ‘23, ‘24, ‘25**

Why Leadership Book Club

- Expose trainees to leadership concepts earlier
- “Grass roots” organization
- Impact culture: faculty, residents, APPs, staff

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Why Leadership Book Club

- Watch as concepts/vocabulary diffuse through Department

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Why Leadership Book Club

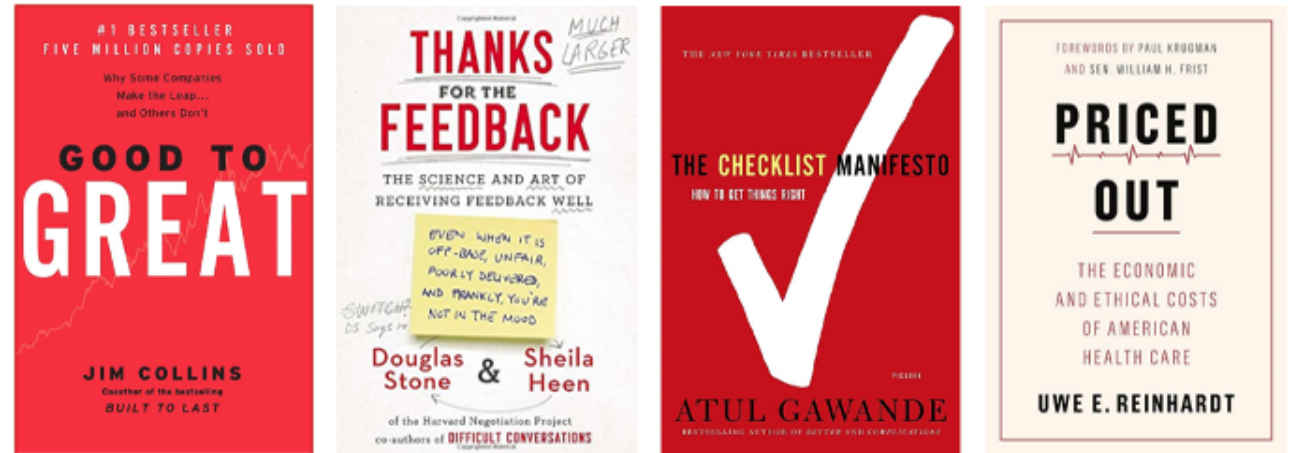
- Interim residency program director

Objective and Methods

To develop a curriculum to nurture leadership ability in Urology residents and evaluate book club perception and resident impact.

Pre-Curriculum Needs Assessment

Books selected by Faculty Preceptor



Each book was read in 2-3 blocks, followed by a ~90-minute discussion lead by faculty preceptor; timepoint evaluations distributed after each session. All residents participated.

Post-Curriculum Evaluation

Results

Timepoint Assessments



Figure 1. The curriculum was evaluated highly across all metrics and residents were very satisfied (all $p < 0.001$), with no strong differences between junior and senior residents in their satisfaction, nor between the books themselves ($p > 0.1$). Residents found the discussion portion (47%) most helpful compared to the reading alone ($p < 0.01$).

Post-Curriculum Evaluation

Subject Matter Knowledge Gains

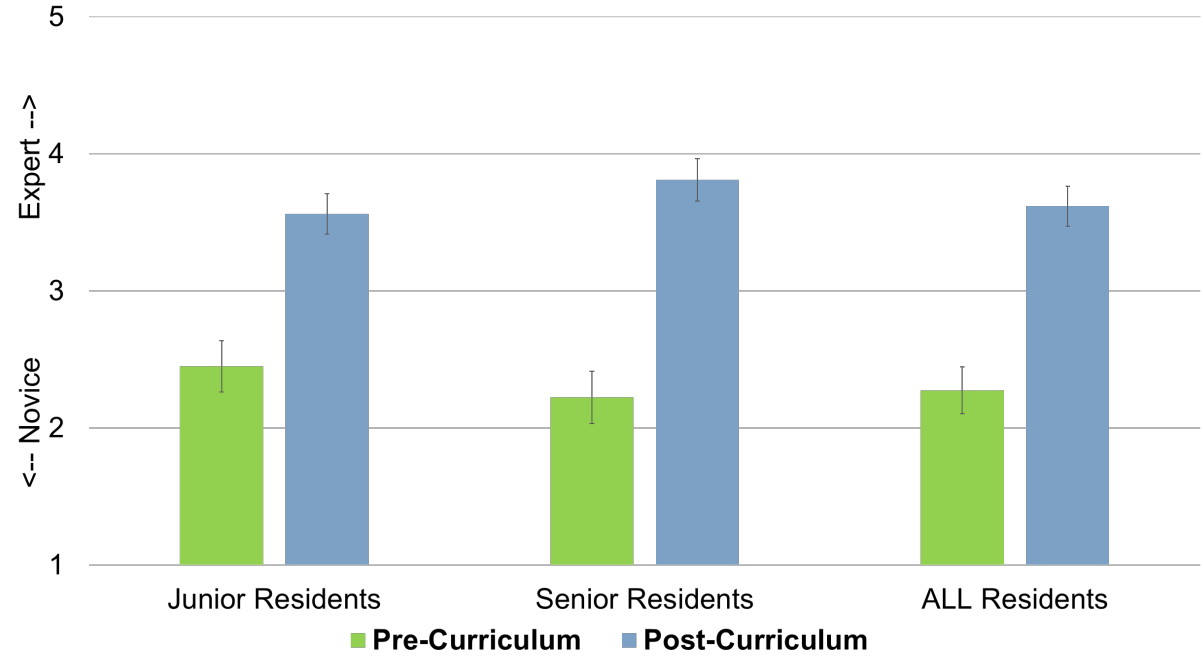
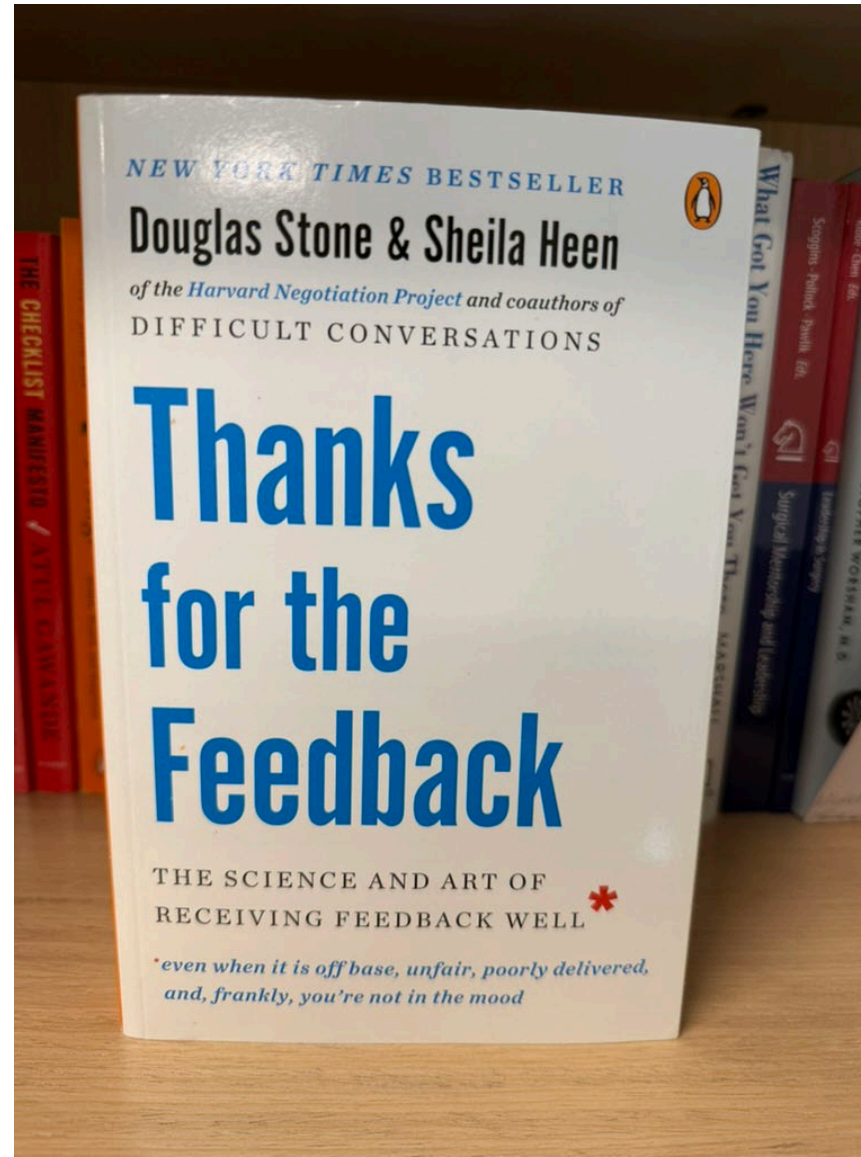


Figure 2. Participants reported pre- vs. post-curriculum gains in subject matter knowledge, with junior residents reporting a 22% gain in content knowledge and senior residents reporting a 32% gain in content knowledge (27% gain overall; all $p < 0.001$)

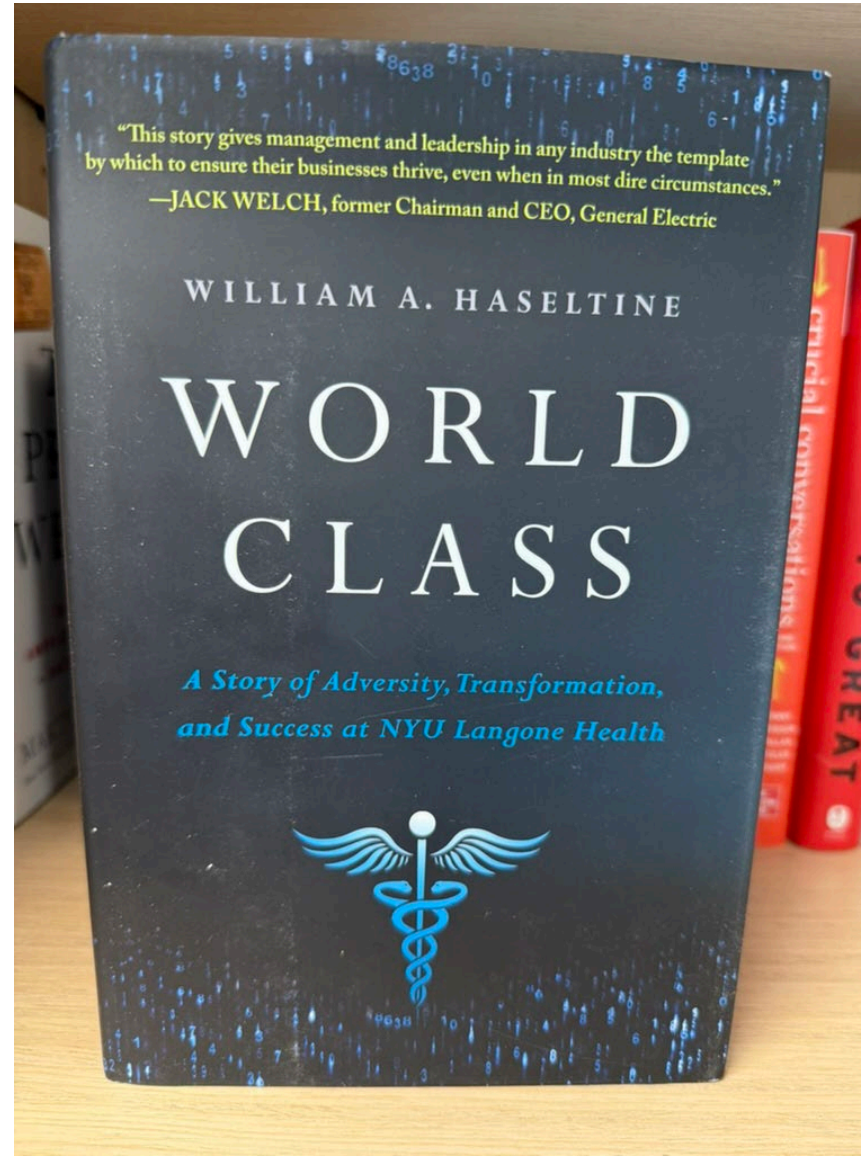
Why Leadership Book Club

- Minimal cost
- Mentorship/Role modeling
- Easily reproducible
- Dynamic content
- Fun (not punitive or a burden)

Opportunity to Respond to Issues/Concerns



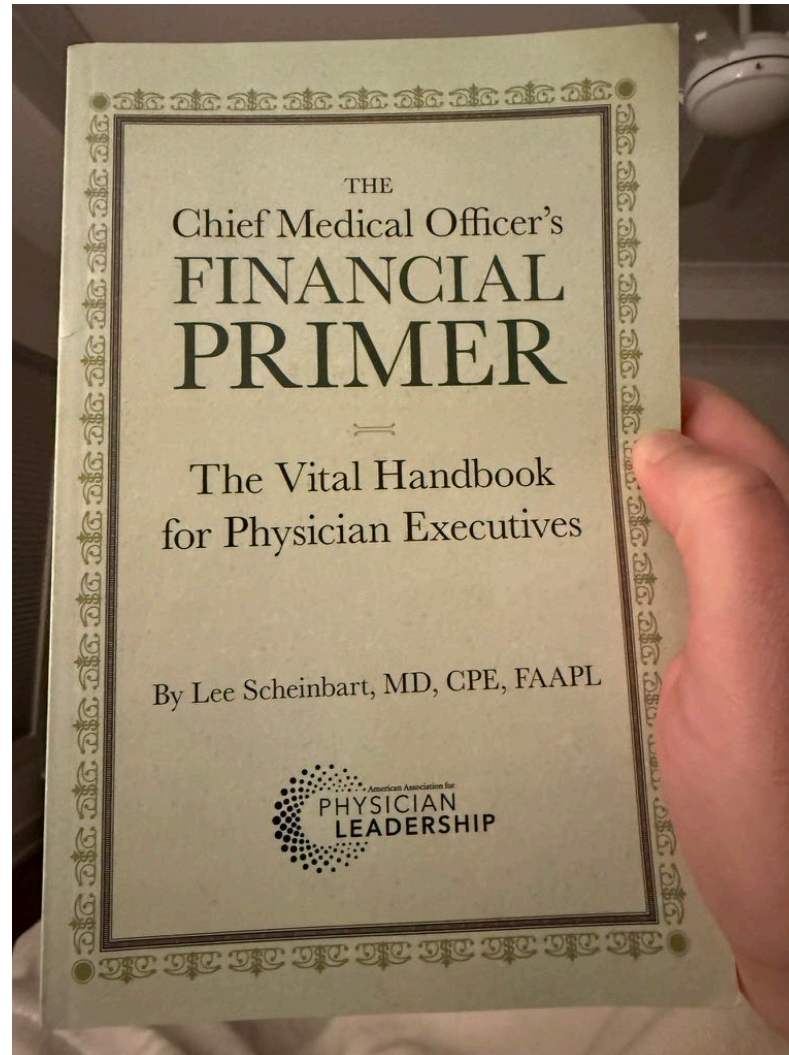
Opportunity to Learn from other Institutions



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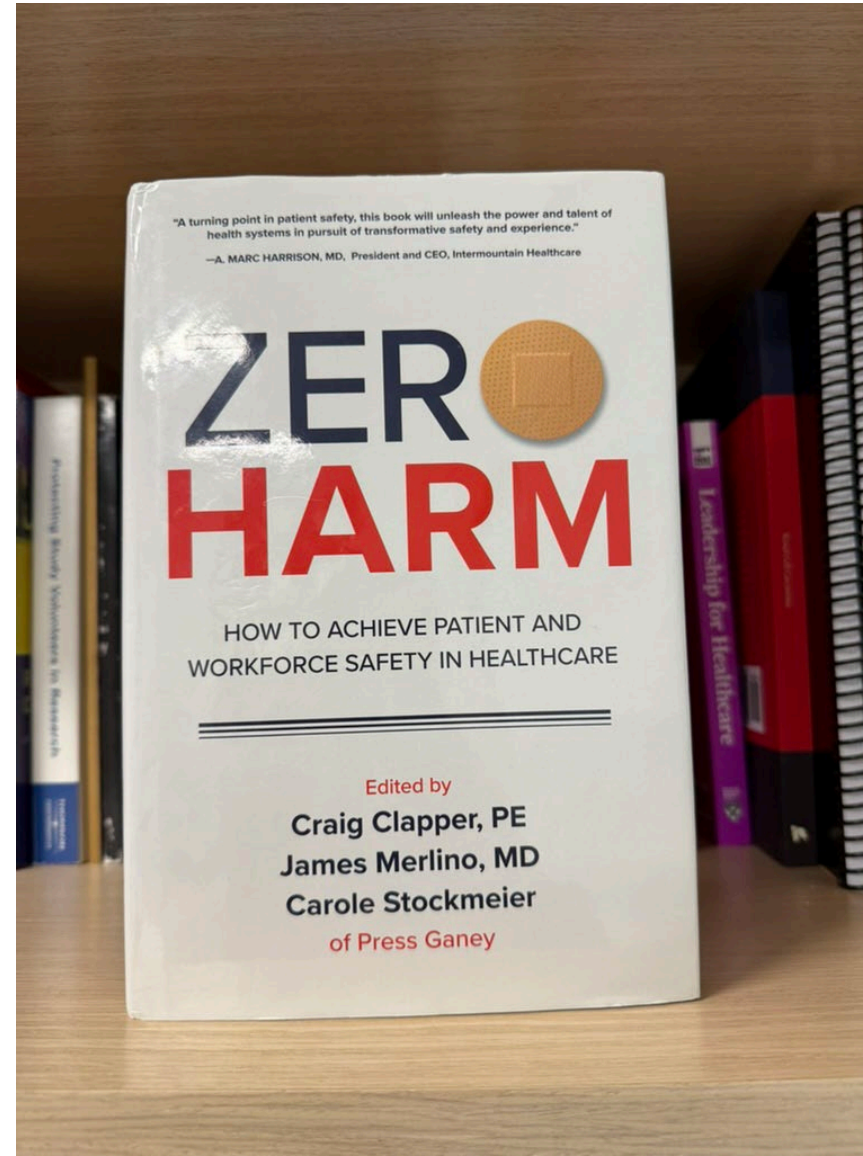
Opportunity to Understand Healthcare Economics



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Opportunity to Become an HRO



Opportunity to Explore

- Emotional intelligence
- Critical communication
- Psychological safety
- Team building
- Just culture

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What are you reading?



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 THE OHIO STATE UNIVERSITY
COMPREHENSIVE CANCER CENTER

Thank You!


THE OHIO STATE
UNIVERSITY
COLLEGE OF MEDICINE

