

Medical University of South Carolina
Neurologic Physical Therapy Residency
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MUSC Leadership Module

The purpose of this module is to facilitate leadership in residents in the MUSC neurological and Orthopedic Residencies. This module will initially focus on reflection from the residents on how they like to be led and their own leadership styles. The residents will then understand the difference leadership styles and strategies to incorporate those styles in order to become wholistic leaders. Below is a description of the module:

1. Please complete the "Leadership Questionnaire". On page 1 you will need to answer the questions to the best of your ability (without doing the reading yet). Score it on page 2 and then plot your answers on page 3.

Please submit your page 3 response on the Neuro Residency Moodle page by noon on Wednesday the 13th.

2. Read the section from Bolman and Deal that is on the Neuro Residency Moodle page.
3. Prepare 2 interview questions for each leadership framework in preparation of an interview of a new graduate (actually a 3rd year PT student). We will select the best questions out of all of the responses and create a master question bank.

You will use this bank to interview several MUSC DPT students as if you were hiring them for a job. Each resident will perform 2 interviews in groups of 3 students each via webex. The purpose of this is to identify traits that you as a healthcare leader will find valuable in a new employee, recognizing that they may have some leadership traits that are different from your own.

4. Reflect on the interviews and write a summary as to which person you would offer the job and why. You will not have any additional information regarding academic performance or recommendations (which you would in the real-world setting), but instead are evaluating them only on the interview performance.

In your summary, please comment on your plan for orienting this new employee. Feel free to comment on training in your environment but also comment on the leadership reference frames and how you will get them acclimated into the culture of your clinic. What might your first year expectations be of these individuals?