



A Lighthouse in the Storm: Leading GME Communities Through Uncertainty, Crisis, and Challenging Times

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Psychiatry graduate medical education (GME) training programs are not only representative of program directors, trainees, administrative staff and coordinators, but also the healthcare teams and communities reliant on their clinical care and educational programming. These GME programs involve a complex system of educational curricula, policies, and accreditation guidelines that govern programmatic structures. These programmatic structures can be greatly impacted by the organizational culture of the healthcare system, the climate within learning settings, and the sociopolitical environment.

Within psychiatry GME training programs, there are multiple factors more prevalent in the field that increase the risk of trainees experiencing burnout and programs navigating administrative disruption, especially during times of national and global crises. Psychiatry trainees and faculty are in clinical and learning settings with high exposure to details of adverse events from patients that can lead to traumatization, compassion fatigue, and moral injury that negatively impact views of self, others, and the surrounding community. Often program directors and leaders within these training programs are ill-equipped to identify, adapt, and implement change during the challenging times that result in crisis.

This plenary session will identify and outline the key leadership skills necessary for effective communication during times of uncertainty, prioritizing psychological safety within teams, and utilizing relational approaches to promote a sense of belonging and implement transformational change within GME communities.