Reviewer's report

Title: Implementing A Pilot Leadership Course for Internal Medicine Residents: Design Considerations, Participant Impressions, and Lessons Learned

Version: 2 Date: 12 October 2014

Reviewer: Deepak Dath

Reviewer's report:

1) MCR
page 3, second sentence "Clinical leadership skills..." is conjecture stated with high confidence: X is "vital" to Y. Later, you state that leadership skills are not trained, and that clinicians therefore "never" develop "basic" leadership skills. The totality of this paragraph is tantamount to stating that much of the medical care in the US is not of high quality and is not cost effective. That is quite a whallop. Yet, you have not proved this train of thought in any way.

this statement should be re-written, softened, or stated as an hypothesis, theory or question instead of stated as fact.

2) MCR
Page 10: Data analysis
you have small numbers. you compare the two right-most outcomes on your agreement scale with the mid-point. However, a stronger measure would be to compare <agreement> with <neutrality or disagreement>. Given your results, I do not expect the outcomes to change anyways.

3) MCR
page 11: results
your results are provided in detail in table form and re-iterated in text form in the results section. Use the text to summarize only and shorten the reader's work.

4) Results:
you mention 4 Kirkpatrick levels of assessing the residens to evaluate the course. This is misleading as you only truly assessed K1,2 and hope to assess K3,4 later. It is like an IOU in a study - not good technique

Comments;
overall, this paper described your efforts and you have done well to lay out the thinking behind your decisions. others hoping to embark on leadership training may be able to use this as a process guide or even build sessions along your outline.

Notes:
A) Level of interest. This manuscript describes a very specific intervention that may be special enough to only be useful in the context that existed in the study. The intervention has been run once. The methodology and used to develop the intervention is explained well, and the authors have shared the brief outline of their teaching which will help others to develop similar offerings at their own institutions.

B) Quality of written English:
Page 8, line 12: rewrite "four-five" as four to five; similarly, correct line 18
Page 19: Steinert:
Promote Leadership..." repair the word "Leadership"

Level of interest: An article of limited interest

Quality of written English: Needs some language corrections before being published

Statistical review: No, the manuscript does not need to be seen by a statistician.

Declaration of competing interests:
I declare that I have no competing interests