

Management and Leadership Development for Specialist Registrars

Getting it Right – Clinician, Leader and Manager

You will have the opportunity to explore, understand and recognise the importance of management and leadership skills and behaviours needed in your clinical role.

The NHS Medical Leadership Competency Framework will underpin this programme

Learning Outcomes

At the completion of the module you will be able to:

- Identify the necessary skills and behaviours required to be an effective leader and manager and introduce these into your clinical practice.
- Understand how to get the best from your teams.
- Have increased confidence in your ability to lead and manage within your clinical role.
- Identify your learning priorities in preparation for your role as a Consultant
- Apply relevant shared experience to your practice.

Day 1 – Managing & Leading

Overall Aim

An understanding of the components of management and leadership within the clinical role and recognise their importance.

Learning Outcomes

At the completion of the session you will be able to:

- Recognise your own non clinical personal challenges and begin to establish a strategy to address these.
- Identify the necessary management and leadership skills and behaviours for your role as a consultant.
- Appreciate the importance of negotiating and influencing skills and be able to recognise when and where they can be used.
- Have increased understanding of the structure of the NHS.
- Prepare an outline Business Case for presentation on Day 2

Day 2 – Teamwork & Team Leading

Overall Aim

You will have the opportunity to examine the importance of leading a team and being an effective member of a team.

Learning Outcomes

At the completion of the session you will be able to:

- Understand styles of working within teams; identify your preferred approach and how this may be effectively used in practice.
- Determine your own role in the various teams in which you work and appreciate the benefits to be gained when using your preferred approach.
- Delegate and motivate your team members ensuring you have the correct team for a task to achieve optimum performance.
- Have an understanding of Business Cases, their development and completion.

Day 3 – The Leader as Developer

Overall Aims

To ensure optimum performance is achieved for you and your patients you will:

- Consider your continuing learning requirements, to be an effective Leader and Manager, and identify how these may be met within your clinical role
- Explore how the development needs of your team members can be recognised and met.

Learning Outcomes

At the completion of the session you will be able to:

- Recognise and use a range of formal and informal approaches in developing your colleagues.
- Use your newly developed skills and behaviours in appraisal interviews.
- Use your personal development plan effectively to ensure that your leadership and management needs are met in preparation for your consultant role.

Ways of Working

- There will be a mix of presentations, scenarios, individual and group working.
- Facilitation will be led by Christine and Mike and there will be opportunity for all to be involved in facilitating and leading sections of the programme.
- Learning from each other will be central to the programme.
- Learning between workshops through assessing your own management and leadership styles and observing colleagues, especially consultants.
- Collecting information at work in preparation for workshops.