

## 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 self-awareness and confidence in your ability to lead and manage within your clinical role.
- Identify your learning priorities in preparation for your role as a Consultant
- Recognise your own non clinical personal challenges and begin to establish a strategy to address these.
- Apply relevant shared experience to your practice.

#### **Day 1**

##### **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:

- 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 and where to find more information.
- Prepare an outline Business Case for presentation on Day 2

#### **Day 2**

## 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 your preferred styles of working within teams; identify your preferred approach and how this may be effectively used in practice.
- Appreciate the different styles of others and how to gain most benefit for the team.
- Reflect on additional skills required, to be an effective team leader, such as chairing and delegating.
- Have an understanding of Business Cases, their development and completion.

## Day 3

### Overall Aims

To enable you to prepare a strategy that will strengthen your ability to be a successful consultant:

- Identify your learning priorities, in the transition process to Consultant, to be an effective Leader and Manager, and decide how these will be met within both your existing and future clinical roles
- 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 learning approaches to develop you and your staff.
- Have a greater understanding of the appraisal process.
- Use personal development planning effectively to ensure that your leadership and management needs are met in preparation for your consultant role.
- Use your enhanced communication skills, including giving feedback effectively and improving your overall relationships with colleagues, to maximum benefit.

### Ways of Working

- There will be a mix of presentations, scenarios, individual and group working.
- These are interactive workshops. There will be opportunity for all to be involved in facilitating and leading group exercises.
- 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.