DOCTORS TRAINING

Training and support for doctors by doctors

HEE Yorkshire and the Humber Medical Leadership Programme

Online Live Zoom Programme

In response to the current challenges we have designed a series of interactive Zoom sessions with our leadership experts from Doctors Training

The course will be supported by access to additional online modules, learning resources and personal psychometric evaluation tools to accelerate your leadership development

Outline

Our programme is mapped to GMC professional capabilities framework and also the AoMRC Medical Leadership Competency Framework.

We provide four half day interactive online zoom workshops over a 4 month period. In-between workshops there are a number of short online modules and exercises to complete, including an opportunity to complete a personal Stregthscope

The core themes are:
- Emotional intelligence
- Leadership theory
- Team Working
- Interpersonal Effectiveness
- Resilience
- Setting Direction & Managing change

Workshop 1 - What is Leadership and Management?

An exploration of successful leadership qualities and behaviours with an introduction to different leadership styles and frameworks.

GMC Leadership capabilities
- *Show an awareness of your leadership responsibilities as a clinician and understand why effective clinical leadership is central to safe and effective care*
- *Demonstrate appropriate leadership behaviours and an ability to adapt these to improve engagement and outcomes*

Workshop 2 - Self Awareness and Leadership Coaching

An opportunity to practice coaching skills and review your personal Strengthscope assessment and develop a personalised leadership PDP.

- *Appreciate your leadership style and its impact on others*
- *Review your own personal Strengthscope profile, understand what energises and what drains you*
- *Develop a personal leadership PDP*

Workshop 3 - Leadership theory and Team working

Review leadership theory in more depth and improve your ability to improve team working and collaboration.

- *Demonstrate an understanding of a range of leadership principles, approaches and techniques and be able to apply them in practice*
- *Demonstrate an understanding of why leadership and team working are important in their role as a clinician*
- *Understand why the NHS promotes, inclusive, kind and compassionate leadership)*
- *Actively participate and contribute to the work and success of a team (show an awareness of appropriate followership)*
- *Promote and effectively participate in multidisciplinary and inter-professional team working*

Workshop 4 - Interpersonal Effectiveness

Improve your ability to manage challenging discussions, deliver difficult feedback and negotiate effectively.
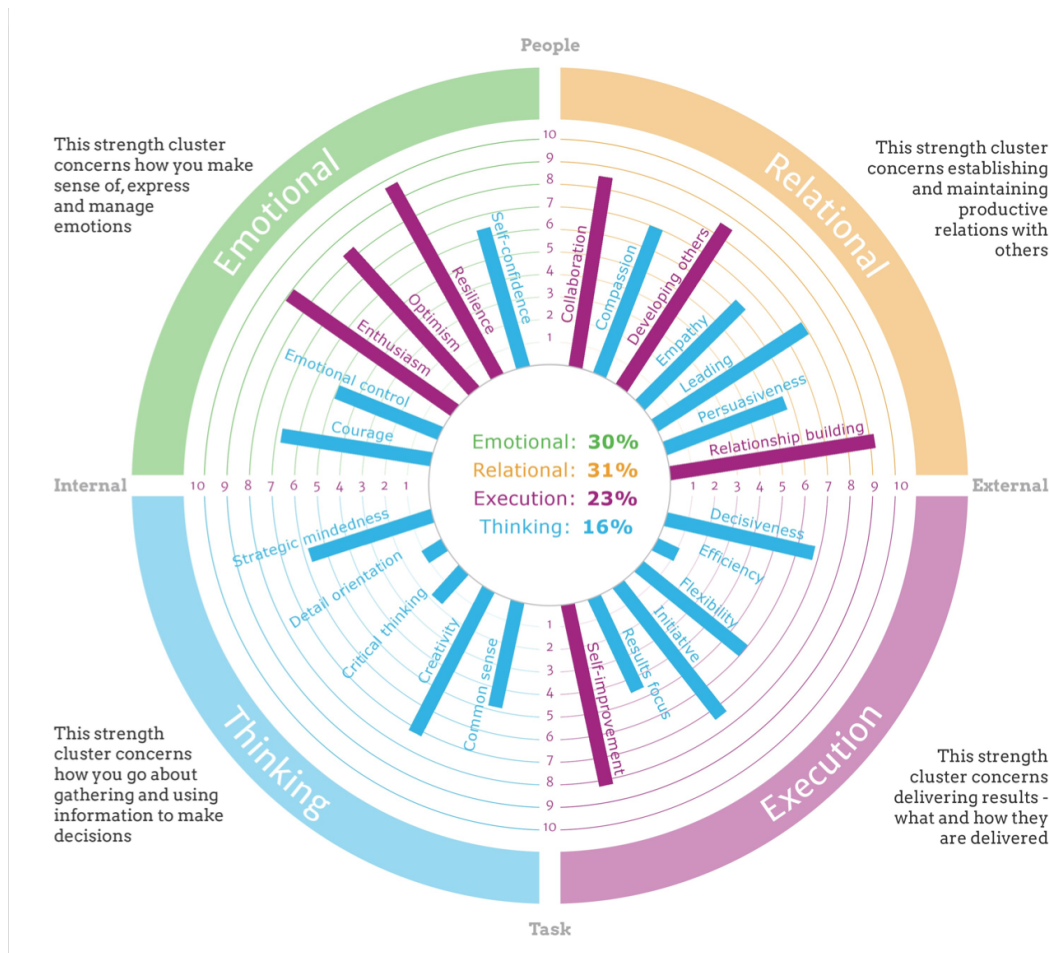
- *Appreciate roles of all team members of the multidisciplinary team*
- *Promote a just, open and transparent culture*
- *Think critically about decision making, reflecting on decision making processes and explain those decisions to others in an honest and transparent way*
- *Promote a culture of learning and academic and professional critical enquiry*
- *Supervising, challenging, influencing appraising and mentoring colleagues and peers to enhance performance and support development*
- *Critically appraise the performance of colleagues, peers and systems and understand when to escalate concerns*

Online Modules

Following the first workshop you will be provided with rights to our online platform to access:

- *A number of short interactive eLearning modules*
- *Useful additional resources and articles*
- *Exercises including a personal self assessment tools and a funded Strengthscope profile*

Personal psychometrics: Strengthscope

This strength cluster concerns how you make sense of, express and manage emotions

This strength cluster concerns establishing and maintaining productive relations with others

This strength cluster concerns how you go about gathering and using information to make decisions

This strength cluster concerns delivering results - what and how they are delivered

Emotional: **30%**
Relational: **31%**
Execution: **23%**
Thinking: **16%**

About Us

DoctorsTraining is a collaboration of medical educators, executive coaches and leadership experts, working together to provide professional development and support for doctors by doctors.

DoctorsTraining has been delivering courses and bespoke programmes now for over 10 years with a number of regular NHS Trusts and clients at Health Education England.

Training and support for doctors by doctors…..

Who else fully appreciates the context and challenges of doctors

www.doctorstraining.com
office@doctorstraining.com

DOCTORS TRAINING