

Introduction to Leadership and Management: the essentials

Wednesday 4 – Thursday 5 May 2022



Venue: Apex Grassmarket Hotel, Edinburgh

Clinical Content Lead: Ms Sally Baines

OD, HR, Service Development, Redesign and Transformation Executive Coach

The RCoA Leadership and Management series covers a spectrum of topics designed specifically for anaesthetists that are senior trainees and consultants.

The workshops are a balance of plenary sessions, group work and exercises with emphasis on real life issues, open discussions, up-to-date information and will provide time for one-to-one discussions.

The Essentials course will help you uncover your behavioural preferences and compare these to others, exploring how it impacts your working relationships. Learn how best to influence the Trust and your team to develop their service.

At the end of the course, you will have:

- learnt about and had the opportunity to discuss NHS policy development and its impact on service delivery
- gained insight into your own and others' behavioural preferences and how this can impact on your working relationship; and different approaches to day-to-day activity
- increased your understanding of how to influence the Trust and others to develop their service
- begin to construct a personal development plan based on the Academy's Medical Leadership Competency Framework.

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Wednesday 4 May 2022

12.00-13.00 REGISTRATION AND LUNCH

13.00-13.45 **Introduction and welcome**

13.45-15.00 I didn't become a doctor to do this!

You will work with a number of scenarios which will be designed to highlight non-clinical issues that can affect the delivery of patient care. For example; teamwork, communication, trust policies and commissioning decisions.

The aim of this session is to highlight the importance of having some understanding of the non-clinical aspects of your work to function effectively

15.00-15.15 REFRESHMENTS

15.15-17.00 How the NHS works: The story so far

The aim of this session is to ensure that you have a reasonable grasp of the NHS as an organization, how it has evolved and the importance of policy changes on the way in which services are both commissioned and provided

17.00-18.30 What you bring to the party: the Myers-Briggs Type Indicator (MBTI)

This session will use this well-known psychological instrument as a catalyst for exploring personal preferences, its impact on working style and how you might manage relationships

CLOSE OF DAY 1

18.30-19.00 **Guest Speaker (Dr Daphne Varveris) and drinks reception**

Thursday 5 May 2022

08:30–09.00 REGISTRATION AND REFRESHMENTS

09.00–09.30 **Reflection on previous day**

09.30–10.30 Resolving differences at work

A chance to explore and discuss the elements necessary to effect change

10.30–10.45 REFRESHMENTS

10.40–12.15 Building a case for service development

Resolving differences to create productive relationships at work

12.15–13.15 Reflections on your learning and close

13.15–14.00 LUNCH AND CLOSE

***Please note that the programme and timings are subject to change*

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