



medicology

Leadership, Management & Personal Development



Junior, Middle Grade & Specialty Doctors

Exceptional Courses Designed To Create Exceptional People

Passionate about People, Performance & Health

Introduction

Healthcare-Dedicated People Specialists

Welcome to Medicology and a little look inside our world of leadership, management & personal development opportunities for junior, middle grade and specialty doctors.

More than that we hope this brochure provides you with a window into our soul, allowing you to determine whether we are the right organisation for you to trust us with your development. You're investing your time and money in your future success and so we urge you to evaluate your choice positively and proactively, with a healthy dose of caution thrown in for good measure. You'll find us a fine blend of passion & realism – passionate about health, passionate about people and passionate about making you successful.

The current clinical and academic environment is challenging, filled with uncertainty and extremely complex to understand. We'll help you make sense of it and provide you with the insight and skills necessary to thrive, whilst helping you develop the right degree of strategic visioning to ensure you are always ahead of the game. The difference between success and struggle boils down to what you know and how you use it.

Our acute familiarity with the core healthcare agenda, coupled with our unmatched insight into the inner workings of the human being (especially healthcare humans), married to our extensive knowledge of leadership & management, allows us to help you find a sensible path through even the most complex challenge. Whether you are just starting out in the postgraduate portion of your career or ready for life as a consultant, you will find an essential array of dynamic courses designed to support, nurture & release your growth as a future clinical leader, whatever the specialty.

However, perhaps what people cite most often about us is our **passion**, from a tremendous desire & capacity to help, to a passionate belief that our health system can once again be truly great through its people.

As you search for inspiration, we urge you to seek out those who have experienced the Medicology approach. You can have no greater confidence than the recommendation of trusted colleagues that have gone before.

We look forward to seeing you soon!



Andrew Vincent
Managing Director



Sara Watkin
Medical Director



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Clinical Management & Leadership for Latter Year The Gold Standard in Leadership & Management Development

Specialty Specific

Welcome to the finest course available for specialist registrars approaching completion of training through to newer consultants of up to 3 years or so experience, designed to enable you to make a step change in your ability to be effective as a clinical leader and manager in your specialty. This course is designed to create exceptional clinical leaders ready for the challenges facing them and their services in the modern healthcare environment. It is packed with the knowledge and skills that you'll need to competently achieve, as well as specialty-specific insight into the challenges you'll be facing in the evolving health service.

Choose The Right Course

Each course is unique to a specialty, or group of specialties, so make sure you choose the right one for you. See which sub- or allied- specialties are included by going online.

Anaesthetics & Intensive Care

www.medicology.co.uk/CML1

Emergency Medicine

www.medicology.co.uk/CML2

Medicine (Physicians)

www.medicology.co.uk/CML3

Mental Health

www.medicology.co.uk/CML4

Obstetrics & Gynaecology

www.medicology.co.uk/CML5

Oncology

www.medicology.co.uk/CML6

Paediatrics & Neonatal Medicine

www.medicology.co.uk/CML7

Pathology & Laboratory Specialties

www.medicology.co.uk/CML8

Radiology

www.medicology.co.uk/CML9

Surgical Specialties

www.medicology.co.uk/CML10

Practical Details

Duration: 3 Days **CPD Points:** 15
Registration Time: 09:15 **Maximum Delegates:** 20
Start Time: 09:45
Finish Time: 16:15 - 16:30 Accommodation is **not** included

Full details, dates & locations for this course at
www.consultantfundamentals.co.uk

Powerful Combination

This course is developed and delivered by Medicology, market leader in leadership & management development, in conjunction with specialty-specific consultants, offering the highest possible learning experience coupled with deep, specialty-specific insight. The result is a series of exceptional programmes, each unique to its specialty.

Compelling Reasons to Attend

- Specialty-specific focus ensures you gain the right insight to succeed
- Personal assessments help you become more flexible & insightful
- Low delegate numbers ensure a superior learning experience
- Limited places helps differentiate you from others
- Opportunity to learn from consultants in your field
- Medicology's insight is renowned for its impact
- We train more consultants annually on our courses than any other provider – we know what we are doing!



Trainees & Newer Consultants (Specialty-specific)

Programme Elements

1. The NHS Today and Strategic Service Imperatives

- Our NHS – past, present & evolving future
- Understanding the changing landscape and who leads it
- Different providers types – opportunities and threats
- The changing balance of power and how this affects you
- Core principles underpinning the modern NHS
- Developing strategic insight & visioning
- Issues arising out of the current environment
- Strategic service imperatives
- Understanding the critical success factors for services today
- The 6 Core Components of Clinical Business Excellence

2. The Evolving Nature of Consultanthood

- The role of the consultant in the modern health service
- Defining the key challenges facing a consultant today
- Key transitions necessary for approaching & new consultants
- Job planning for consultants in your specialty
- Engaging in the business of health
- Principles of trust and probity
- Understanding Trust priorities, their drivers and impacts
- Balancing clinical, service and fiscal priorities
- The 5 core roles of the consultant
- Defining critical success factors for the core roles
- Qualities & skills for success in each role
- Developing presence as a new leader

3. Leadership in the Clinical Arena

- The responsibilities of effective leadership
- Understanding leadership models and frameworks
- The Medical Leadership Competency Framework
- The Leadership Qualities Framework
- Leadership styles, qualities & approaches
- The 6 Core Components of Effective Leadership
- Setting effective direction – core tools & strategies
- Understanding the people you lead
- Behaviour, emotions & meaning – the currency of leadership
- Creating the right environment to maintain morale and motivation
- Fostering engagement, commitment and proactivity
- Bringing out the best in people
- Enabling people, teams and services to succeed

4. Ambassadorship & Service to Others

- Understanding & demonstrating ambassadorship towards your team, your Trust and specialty
- Defining the stakeholders in modern health – stakeholder mapping
- Understanding and rationalising differing priorities
- Working effectively with Primary Care & Commissioners
- Principles of the patient as stakeholder
- Understanding the patient agenda
- Choice and how this is evolving
- Patient experience and its growing link to service funding

5. Management of Others, Inc. Performance Management

- Core principles in management
- Management planning – the art of getting things done
- Creating and deploying a strong team
- Core principles in team effectiveness
- 10 facets of team effectiveness
- Management by exception – creating room for you to lead
- Management communication skills & influencing
- Essential delegation skills
- Core principles in performance management
- Essential performance management frameworks
- Giving feedback constructively
- Escalating performance issues

6. Priorities & Insights in your Specialty

- The impact of the current & evolving environment on your specialty
- Understanding the evolving role of your service
- Developing insight and vision aligned with healthcare agenda
- Clinical priorities in your specialty
- Service frameworks and knowledge that you need to know
- Opportunities & threats
- Current challenges and evolving solutions
- Defining the strategic imperatives

7. Your Ongoing Journey

- Between now, consultanthood and the early years
- Prioritising the immediate learning journey
- Understanding yourself – the impact of your wiring
- Self diagnostics – developing insight and self awareness
- Knowing your traps & natural pitfalls
- Key pitfalls facing newer consultants and how to avoid them
- The importance of work-life balance and the impact of responsibility
- Self support mechanisms – balancing self-reliance with support
- Taking responsibility for development of self

**Highly Comprehensive
Specialty-Specific Programme**

Full information at www.consultantfundamentals.co.uk

Consultant Interview Skills

Introduction

Most people would not even consider taking an exam without acquiring the requisite knowledge, skills and insight in preparation for it and therefore why would you approach perhaps one of the most important events in your life, getting the right consultant job, with any greater uncertainty than there needs to be? You wouldn't. In fact, we know that you'd want to absolutely ensure you stood the best possible chance of success and that is why we have developed the Medicology approach to consultant interview success. It's your future and so we don't think you should take any more chances than necessary.

So much more than an 'average' course:

- The very best course available
- Psychological profiling & feedback
- Extensive online resources
- CV guidance
- Back up coaching if you are struggling

The comprehensive approach to consultant interview success is designed to maximise your chances of getting the job you want.

What you get

- Gold standard classroom course
- Specialty-specific e-learning programme
- Invaluable Insights e-learning programme
- Valuable psychological profiling
- Extensive resource database
- Backup coaching if you are struggling

Specialty Specific

This course includes a specialty-specific e-learning programme packed with knowledge, insight and strategies to ensure that you truly get the edge in your specialty specifically.

- Anaesthetics & Intensive Care
- Emergency Medicine
- Medicine (Physicians)
- Mental Health
- Obstetrics & Gynaecology
- Oncology
- Paediatrics & Neonatal Medicine
- Pathology & Laboratory Specialties
- Radiology
- Surgical Specialties

Understanding The Journey

The process starts with our gold standard course that specifically provides you with those techniques, skills and approaches needed to ensure you can competently handle even the toughest questions, whilst at the same time truly selling yourself to your future colleagues. The morning session focuses on a range of techniques to improve your interviewing effectiveness, whilst the afternoon allows individual exam question practice in small group workshops with individual feedback from experienced trainers and consultants. The practical sessions have an invaluable instructor to participant ratio of 1:6, with a calibre of instructors capable of truly putting you ahead of the pack. The true strength of this course, however, is that it is specialty specific – meaning you learn the hot topics and correct buttons to press to ensure success in your specialty – so much more effective than a generic course.

Course Teaching Methods

The course consists of an engaging mixture of delivery styles including lectures, discussions and exercises all designed to ensure you the highest possible success in your future consultant interview. A substantial component of the afternoon is dedicated to interview practice in groups of 6 people with each person having individual mock interview questions in front of the small group. This structure is extremely successful in recreating the pressures of a real interview whilst giving each person the opportunity to rehearse in a safe environment whilst receiving valuable feedback from a trained facilitator and the small group of fellow attendees. All candidates learn from listening to others answers, reflection and tutor feedback. Topics covered include the political agenda, clinical governance, ethical decisions, clinical leadership, dealing with difficult colleagues, conflict, supporting junior doctors and teaching. These sessions are facilitated by senior Medicology coaches and by experienced, trained consultants with direct experience of interviewing for consultant colleagues.

Discover the True Power of the course at www.consultantinterviews.co.uk

The GOLD STANDARD Approach

Consultant Interview Skills Open programme

- Pre-Interview visits – creating personal presence & deriving benefit
- Understanding your consultant interview panel
- Building rapport with interviewers
- Effective communication skills within interviews
- Advanced interview techniques
- Psychological techniques for increased rapport, impact & clarity
- Understanding the reasoning behind the question
- Answering questions within the context of who's asking – understanding the interviewer
- Recognising the effects of your internal wiring on your approach to answering questions
- Effectively structuring your answers
- Talking about yourself & showing the real you – do & don't guidance
- The answers you must have – knowing what to research
- Handling difficult or unexpected questions
- Dealing with ethical questions
- Dealing with political questions
- Developing business or commercial healthcare knowledge
- Effective presentation skills
- Demonstrating initiative, personality, leadership and political awareness
- Understanding your body language
- Question practice with a 1:6 instructor-participant ratio

Specialty-Specific E-Learning

- The essence of Insights for your specialty
- What are the implications
- Sources of service risk & opportunity
- Key challenges arising out of the current change agenda
- What's hot in your specialty
- Specialty specific initiatives
- Documents & frameworks you should know about
- Likely specialty-specific areas of interview focus
- Understanding the psychology of your specialty
- Key tips & strategies to optimise your interview

Practical Details

Duration: 1 Day

CPD Points: 6

Registration Time: 09:00

Maximum Delegates: 12

Start Time: 09:30

Finish Time: 16:45

Accommodation is **not** included

Full details, dates & locations for this course at

www.consultantinterviews.co.uk

Insights E-Learning

The Evolving System

- A sensible model of the current NHS
- Understanding current and evolving NHS structure and control
- Appreciating a system in flux – the current is not yet the vision
- NHS organisations & bodies – who does what for whom?
- Understanding Lord Darzi's vision -healthcare delivery models
- Increasing use of and reliance on the community
- What does this mean for GPs and other community-based groups?
- What does this mean for secondary, tertiary care organisations?
- Polyclinics (sorry, Health Centres) – what, where, how & implications?
- Why the radical reform?
- The 'do nothing' approach – short, medium & longer term implications
- The strategic implications for services

Understanding Service Funding

- Understanding how services are funded in the evolving system
- Payment by results (PbR) and tariffs
- Income & costs – viability, sustainability & competitiveness
- Understanding CIP and its true longer term place in cost management
- Market forces and their impact on service funding
- Evolving roles and how this contributes financially
- Strategic considerations of financial evolution

Commissioning, Change & Competition

- The changing role of the PCT – what this means for you
- The principles in World Class Commissioning - insight & implications
- The relationship between commissioning and the clinical coalface
- Practice-based commissioning (PBC) – its role in healthcare reform
- Practice-based commissioning (PBC) – opportunities, threats & your role
- How are services & specialties targeted for reform?
- Competing provider types - NHS & Foundation Trusts
- Competing provider types - commercial organisations & willing providers
- Borderless thinking – the removal of healthcare boundaries
- What does it take to be competitive?
- Critical success factors for service competitiveness

Performance, Quality & Experience

- Performance, quality & experience in the context of the evolving system
- The performance imperative of modern healthcare
- The implications of poor performance in the modern era
- How will performance, quality & experience be assessed and assured
- Quality risk for provider services
- Patient experience as a quality measure
- The principles of the patient as conduit - the choice agenda
- The link between experience & service funding

The Future

- How will training evolve in the future?
- The implications of a two-tier system
- What changes could we expect under the Conservatives?
- Impact of economic meltdown on NHS funding models
- Broad scanning – ensuring you are ahead of the agenda
- The 6 critical success factors of service success
- Ensuring that services excel across all 6 critical success factors
- Future perspectives and likely further evolution

Core Skills for the Newer Consultant

CPD Points: 10, This is a 2 day course

Introduction

A raft of practical strategies built into an easy to manage framework that ensures you excel as a consultant, gain the best from your staff and carry yourself with utmost professionalism.

The change from a principally learning doctor to a principally leading one is often a baptism of fire and yet with the right principles in place this can be a smooth transition that leads to a life long exceptional career. This course is designed as an intensive submersion into the key areas necessary to succeed in to be an exceptional consultant.

Covering everything from new found managerial responsibility to fiscal probity, risk, governance and even the business of health, it acts as a comprehensive framework packed with the practical application of core skills. A powerful kick-start to any consultant career.

How Will I Benefit From This Course?

- Delineate clearly your management role from your clinical role
- Develop flexibility in your management style to improve effectiveness
- Learn how to structure a team or department for maximum performance
- Understand how to create positive action & commitment in staff
- Expand your communication skills to enhance effectiveness
- Learn how to address performance issues constructively
- Create a more harmonious working environment
- Make meetings fun, interactive and productive
- Deal effectively with the current stress of a changing NHS

Practical Details

Duration: 2 Days **CPD Points:** 10
Registration Time: 09:15 **Maximum Delegates:** 25
Start Time: 09:45
Finish Time: 16:15 Accommodation is not included

Full details, dates & locations for this course at
www.medicology.co.uk/JD11



Programme Elements

Introduction

- The consultant role in modern healthcare
- Defining the key challenges facing a consultant today
- Key transitions necessary for success as a consultant
- Engaging in the business of health
- Understanding Trust priorities, their drivers and impacts
- Trust versus clinical responsibilities
- New role, new priorities - unique elements of the consultant role

Self Management

- Achieving balance between clinical and non-clinical priorities
- Time management essentials for the newer consultant
- The importance of work-life balance and the impact of responsibility
- Key pitfalls and how to avoid them
- Self support mechanisms - balancing self-reliance with support
- Principles of trust and probity - ensuring you are beyond reproach
- Taking responsibility for development of self

Management Of Others

- Developing presence as a new leader
- Creating and deploying a strong team
- Setting effective direction
- Creating the right environment
- Essential delegation skills
- Resolving difference and conflict

Risk & Governance

- Understanding the consultant's balance of responsibilities
- Engaging the whole team in clinical governance
- Core principles in risk analysis & management
- Managing identified risk - protection of self, team & Trust
- Management of complaints
- Avoiding complaint escalation

Working With Wider Stakeholders

- Defining the stakeholders in modern health
- Understanding and rationalising differing priorities
- Working effectively with Primary Care
- Supporting the clinical director
- Principles of the patient as stakeholder
- Managing unreasonable requests
- Special groups e.g. temporary residents, migrant populations

Leadership Of Junior Doctors

- Leadership model for modern juniors
- Setting effective direction early for juniors
- Getting the best from non-core trainees e.g. GPs
- Balancing clinical & educational priorities
- Creating an effective support, mentoring & supervision framework
- When you have concerns about a junior
- Resolving common complaints regarding juniors
- Ensuring that your juniors leave in the best possible condition

Leadership & Management Fundamentals for SAS Doctors

CPD Points: 10, This is a 2 day course

Introduction

Designed specifically for Specialty Doctors (Staff Grade & Associate Specialist) progressing towards consultant hood through Article 14 of PMETB, this powerful and enabling course takes you through the transmission from largely working in health to taking a leadership responsibility for it. The comprehensive programme is structured to assist you in developing the knowledge, insight and skills necessary to thrive in the very different role of consultant, covering leadership, management, our developing NHS, influencing skills and more, all essential to demonstrate you are ready to step up to the mark.

This course has been developed in response to demand from many career grade doctors, who we have worked with to define a programme that truly delivers in this unique context. Please note there is considerable overlap between this course and Core Skills for the Newer Consultant.

How Will I Benefit From This Course?

- Understand how the evolving NHS is changing the role of consultants
- Acquire skills in strategic visioning, service leadership and more
- Learn how to lead Clinical Governance effectively
- Discover the vital components of influencing
- Motivate and inspire productive, high performance teams
- Develop the requisite consultant mindset
- Ensure you gain the vital insights necessary for consultant success

Practical Details

Duration: 2 Days **CPD Points:** 10
Registration Time: 09:15 **Maximum Delegates:** 25
Start Time: 09:45
Finish Time: 16:15 Accommodation is not included

Full details, dates & locations for this course at
www.medicology.co.uk/JD12



Programme Elements

Understanding the Modern NHS

- The evolution of our health service into today's NHS
- Current healthcare reforms, delivery models and their drivers
- Understanding how the healthcare landscape is evolving
- Developing a proactive view of tomorrow's health service
- The role of the medical leader in modern healthcare

The Transition to Consultant from an SAS Position

- Understanding the different mindset between SAS doctors & consultants
- Core issues and vital strategies to ensure your transition from delivery to service leadership
- Consultant related time management and planning skills
- Planning to achieve the critical success factors
- Managing yourself through the transition
- Perfecting your learning journey
- Setting clear goals and direction to ensure you arrive at consultant

Developing Clinical & Service Leadership

- Understanding the Medical Leadership Competency Framework
- Appreciating the multifaceted nature of the consultant role
- Defining the key challenges facing doctors of today
- From Service delivery to service development – what are the key changes
- Understanding your personality profile and how it affects leadership style
- Developing awareness of your strengths, weakness, style & impact on others
- Developing proactivity and learning to take the initiative spontaneously
- Learning to stand back – the helicopter approach

Essential Communication & Influencing Skills

- Getting your ideas heard without shouting
- Ensuring service development issues are acted upon up the chain
- Creating effective team working through style flexibility
- Resolving difference and conflict
- Interpersonal influencing strategies from bedside to interview room

Using Clinical Governance to ensure Excellence in Clinical Performance

- Understanding the consultant's balance of responsibilities
- Engaging the whole team in clinical governance
- Core principles in risk analysis & management
- Managing identified risk - protection of self, team & Trust
- Management of complaints
- Avoiding complaint escalation

Developing Management Excellence

- Engaging in the business of health
- Understanding Trust priorities, their drivers and impacts
- Defining the stakeholders in modern health – stakeholder mapping
- Understanding and rationalising differing priorities
- Working effectively with Primary Care
- Principles of the patient as stakeholder
- Principles of trust and probity - ensuring you are beyond reproach
- Creating and deploying a strong team
- Core principles in team effectiveness
- Getting the best from the resources you have
- Managing complaints when the buck stops with you
- Managing poor clinical performance when the buck stops with you

Leadership Courses

Effective Clinical Leadership

CPD Points: 10, This is a 2 day course

Introduction

In this intensive 2-day course we marry modern management science in leadership theory with the unique demands of the clinical environment. The demands of a complex team-orientated, patient driven service require clinicians to develop skills in motivating staff clinically, fostering a sense of personal responsibility, performance management and supporting staff, at all levels of performance.

Programme Elements

- What do effective leaders do, clinically?
- Organisational performance in the clinical context
- Qualities of highly effective clinical leaders
- Transactional versus transformational styles
- Understanding the diverse people you lead
- Motivations for behaviour in diverse groups
- Harnessing behavioural diversity in the clinical area
- Deploying staff to maximise motivation
- Senior role organisation in an era of more staff
- Developing effective clinical teamwork
- Clinical vision - performance through direction
- Developing a continuous improvement culture
- Goal-centred leadership
- Fostering clinical responsibility in staff
- Managing poor performance in staff
- Theory & practise of motivation
- Organisational learning - growing staff
- Pulling it together - components of high performance

How Will I Benefit From This Course?

- Understand key concepts in clinical leadership
- Appreciate links between leadership & outcome
- Performance manage diverse staff groups
- Set effective clinical goals & delegate appropriately
- Create strategies for improving clinical performance
- Grow & stretch staff to continually improve
- Stimulate an ethos of clinical excellence

Practical Details

Duration: 2 Days **CPD Points:** 10
Registration Time: 09:15 **Maximum Delegates:** 25
Start Time: 09:45
Finish Time: 16:15 Accommodation is not included

Full details, dates & locations for this course at www.medicology.co.uk/JD13

Leadership Excellence for Middle Grade Doctors

CPD Points: 5, This is a 1 day course

Introduction

Effective leadership is an essential factor in the successful delivery of healthcare and all Middle Grade Doctors are expected to concentrate on developing their leadership skills. A commitment to developing leadership is a key differentiator for those seeking consultant posts. This comprehensive seminar investigates all of the key leadership issues in both a practical and a theoretical sense. It is designed to deliver measurable benefits in leading & motivating the staff around you, as well as providing the building blocks to develop as an exceptional healthcare leader.

Programme Elements

- The modern NHS - the imperative for effective leadership
- What is leadership... really?
- The role of the leader
- Supporting those that lead you
- Defining & developing the qualities of effective healthcare leaders
- Leadership styles and how to apply them
- What effective leaders actually do
- Encouraging & nurturing the leaders around you
- Personal leadership - setting the standard
- Creating a compelling work environment
- Leadership that leads to the best jobs
- What Trusts & Consultants look for in new leaders
- Leading in times of stress and crisis
- Setting clear direction
- Leadership by outcome & purpose
- Clinical leadership for SpRs
- Encouraging accountability and responsibility in the staff around you
- Deploying & motivating your team effectively
- Strategies for raising the bar around you

How Will I Benefit From This Course?

- Understand leadership in the context of the NHS
- Master key principles of effective leaders
- Provide effective direction to staff under your supervision
- Apply appropriate leadership styles in different situations
- Adopt behaviours of highly effective leaders
- Learn to motivate and inspire great performance

Practical Details

Duration: 1 Day **CPD Points:** 5
Registration Time: 09:15 **Maximum Delegates:** 25
Start Time: 09:45
Finish Time: 16:15 Accommodation is not included

Full details, dates & locations for this course at www.medicology.co.uk/JD14

Find latest course dates & locations at www.medicology.co.uk/dates

Foundation Course in Leadership & Management for FY Doctors

CPD Points: 5, This is a 1 day course

Introduction

All aspiring doctors are now expected to develop a thorough understanding and application of effective leadership & management principles. Whereas early post-medical school focus is often on acquisition of technical knowledge and skill, the astute Foundation Year Doctor appreciates that by commencing their leadership journey early, they gain an important career advantage and a greater number of opportunities to provide evidence of knowledge and skills acquisition in this area. This powerful course is designed to provide a significant foundation whilst recognising your career stage. Designed to give an insight into the Medical Leadership Competency Framework, jointly developed by The Academy of Medical Royal Colleges and the NHS Institute for Innovation and Improvement, it also provides you with clear guidance on how to go about developing those competencies throughout your progression. The solid grounding will also be directly beneficial to your achievement ability from this point forward.

Programme Elements

- The evolution of our health service into today's NHS
- The environmental drivers of healthcare reform
- Understanding Darzi - Our NHS, Our Future
- What will healthcare look like in 2, 5 and 10 years time?
- The role of the clinical leader in modern healthcare
- Aspiring to Excellence (Tooke Report 2008) - the leadership imperative
- Defining the key challenges facing doctors of today
- What will be expected of clinical leaders in coming years?
- Understanding the Medical Leadership Competency Framework
- Demonstrating competence in the 5 core competency areas
- Leadership Qualities Framework - how is this related?
- Core principles in leadership effectiveness
- Setting direction - the immediacy imperative
- Understanding the difference between leadership & management
- Defining your own leadership journey
- Demonstrating personal leadership in all that you do

How Will I Benefit From This Course?

- Gain insight into today's healthcare and the role doctors play
- Develop an understanding of the future landscape and how to best position yourself for it
- Appreciate the difference between leadership & management
- Understand the Medical Leadership Competency Framework
- Create a game plan to develop and demonstrate your leadership ability
- Gain invaluable insight into core leadership & management principles
- Achieve at a higher rate, especially through others

Practical Details

Duration: 1 Day **CPD Points:** 5
Registration Time: 09:15 **Maximum Delegates:** 25
Start Time: 09:45
Finish Time: 16:15 Accommodation is not included

Full details, dates & locations for this course at www.medicology.co.uk/JD15

Leadership Masterclass for Healthcare Professionals

CPD Points: 10, This is a 2 day course

Introduction

Leadership Masterclass represents the latest thinking in how to drive groups of people to achieve great things. Focusing on both the leadership of self and others, it provides a deep level of insight into current theory and how it can be deployed in the leadership, motivation and influencing of people. At a practical level, it will help you provide strong guidance to people in a wide variety of scenarios from every day working to a sudden crisis.

If you are in a leadership role, whether clinical or managerial (or both!), you will find this course immensely useful in helping you achieve your goals, targets and initiatives by providing practical strategies aimed at moving groups, departments or whole organisations in a consistent, aligned direction with maximum motivation.

Programme Elements

- The current context of healthcare leadership
- Organisational performance - the output of successful leadership
- Performance in the context of the current NHS
- Qualities of highly effective leaders - what they are & what this delivers
- What do effective leaders do, consistently?
- Developing personal behavioural flexibility
- Transformational versus transactional leadership styles
- Emotions - the currency of leadership
- Leadership influencing - think, feel, do
- Creating a compelling vision, coupled to direction
- Understanding the people you lead & motivations of their behaviour
- Harnessing behavioural diversity
- Human need and how this relates to leadership
- Utilising human need to create sustained, motivated performance
- Theory & practise of motivational techniques
- Leadership in times of stress and crisis

How Will I Benefit From This Course?

- Understand the principles of effective leadership
- Develop the characteristics of an influential leader
- Inspire people through vision & clear direction
- Motivate and inspire greater performance in individuals & groups
- Develop emotional mastery and utilise it to influence
- Create high performance, rewarding environments

Practical Details

Duration: 2 Days **CPD Points:** 10
Registration Time: 09:15 **Maximum Delegates:** 25
Start Time: 09:45
Finish Time: 16:15 Accommodation is not included

Full details, dates & locations for this course at www.medicology.co.uk/JD16

To book, go online at www.medicology.co.uk, call 01332 821260, fax or post the form on the back page

Management Courses

Core Skills in Clinical Governance

CPD Points: 5, This is a 1 day course

Introduction

Clinical Governance (CG) is the backbone for ensuring that NHS organisations are accountable for continuously improving the quality of their services and safeguarding high standards of care, by creating an environment in which clinical excellence will flourish. Although its prominence & profile has grown significantly since inception in 1998, many still feel inadequately equipped with the knowledge, skills & resources to ensure that CG delivers all that it promises. This practical course will help you drive quality & safety driven service improvements whilst engaging the whole multidisciplinary team in adopting the true spirit of CG.

Programme Elements

- What Clinical Governance is and is not
- Relationship between corporate, integrated and shared governance
- 7 pillars of Clinical Governance
- Involving the whole team in Clinical Governance - how do we ensure buy in?
- Pareto Principle in relation to Clinical Governance
- Developing a CG model that delivers sustained improvements in quality
- Making Clinical Governance part of organisational culture
- Aligning clinical governance with strategic effectiveness and vision
- Developing a clinical effectiveness strategy
- Clinical audit models
- Performing risk assessments
- Risk Management Strategies – protection of patient, self, team and Trust
- Involving public and patients – how can we learn from patient experience?
- Developing an open culture over incident reporting
- Learning from complaints and clinical incidents
- Management of serious incidents and root cause analysis
- Use of an incident decision tree
- Effective communication to prevent complaints escalating
- Ensuring the right outcomes are measured
- Developing a culture of clinical leadership and life long learning
- Implementing Clinical Governance outcomes
- RAID model for implementing change
- Communicating clinical governance outcomes to senior management

How Will I Benefit From This Course?

- Understand key principles in Clinical Governance
- Gain engagement and support from the whole clinical team
- Identify and mitigate both clinical and non-clinical risks
- Manage incidents and complaints effectively
- Drive service improvements utilising Clinical Governance
- Develop a range of tools and strategies to maximise your effectiveness

Practical Details

Duration: 1 Day **CPD Points:** 5
Registration Time: 09:15 **Maximum Delegates:** 25
Start Time: 09:45
Finish Time: 16:15 Accommodation is not included

Full details, dates & locations for this course at www.medicology.co.uk/JD17

Management Excellence for Junior & Middle Grade Doctors

CPD Points: 5, This is a 1 day course

Introduction

Suddenly in a responsible clinical role you find that all the technical & medical knowledge you've worked hard to gain is only part of the story when managing people. To progress effectively as a doctor it is essential that you develop competency as a manager and this is a key CV requirement for gaining a consultant post. This one-day comprehensive seminar covers all the essential topics in a practical way, to enable you to really develop your management skills in the clinical context.

Programme Elements

- What is management really?
- Key differences between management & leadership
- Management tasks of the Junior & Middle Grade Doctor
- The people in organisations - essential understanding
- Setting compelling goals for self and others
- The SMART plus framework for objective setting
- Time management skills of the effective managing doctor
- Planning your shifts appropriately
- Utilising team members effectively
- Creating an environment for effective teamwork
- Management styles and how to apply them
- Communicating effectively with your team
- Motivating your team to better performance
- Dealing with difficult situations & people
- 6 key strategies for effective management

How Will I Benefit From This Course?

- Appreciate the imperative for management skills as a doctor
- Understand key principles of successful management
- Set effective goals & objectives using SMART
- Apply appropriate management planning & prioritisation
- Develop effective management communication skills
- Motivate the team around you
- Handle difficult situations & people

Practical Details

Duration: 1 Day **CPD Points:** 5
Registration Time: 09:15 **Maximum Delegates:** 25
Start Time: 09:45
Finish Time: 16:15 Accommodation is not included

Full details, dates & locations for this course at www.medicology.co.uk/JD18

Find latest course dates & locations at www.medicology.co.uk/dates

Personal Development Courses

Advanced Communication Skills for Healthcare Professionals

CPD Points: 10, This is a 2 day course

Introduction

Starting with developing a greater understanding of people, this course then translates this into a range of advanced interpersonal skills such as advanced communications, negotiation skills, building rapport, developing effective teamwork & relationships, choosing appropriate language, fostering an environment of respect, as well as developing self-awareness. A busy and invaluable course designed to make you more effective in all of your dealings with people.

Programme Elements

- People - strange fruit indeed
- Self esteem & its impacts on.... everything!
- Motivations of behaviour - our wiring
- How we process information and learning styles
- Recognise peoples wiring & processing styles
- How wiring affects interpersonal interactions
- Developing behavioural flexibility
- Interpersonal effectiveness through adaptation
- Building rapport, naturally
- Contributing to a harmonious team environment
- Communication planning with people in mind
- Language choice to improve clarity and understanding
- Advanced communications - hitting the mark always
- Getting heard more often
- Effective listening skills - hearing what you delete
- Strategies for effective interpersonal negotiation & influencing
- Advanced behavioural negotiation skills
- Predicting & managing what other people think
- Preventing & managing conflict in the workplace

How Will I Benefit From This Course?

- Understand what makes people tick - their wiring
- Translate this into a range of advanced skills
- Develop advanced communication skills for clarity & effectiveness
- Build rapport & effective working relationships
- Influence people successfully
- Understand and apply the principles of negotiation
- Demonstrate greater effectiveness through people

Practical Details

Duration: 2 Days **CPD Points:** 10
Registration Time: 09:15 **Maximum Delegates:** 25
Start Time: 09:45
Finish Time: 16:15 Accommodation is not included

Full details, dates & locations for this course at www.medicology.co.uk/JD19

Advanced Influencing, Negotiation & Engagement Skills

CPD Points: 5, This is a 1 day course

Introduction

No matter what your position in medicine, being successful means engaging with, influencing and sometimes negotiating with a wide variety of professional colleagues, from those in front line care to those holding the power & the purse. For healthcare leaders, the importance of influence is crucial. This intensive course is designed to enhance personal effectiveness and professional impact by equipping you with advanced skills in positive influencing, without the need for coercion & manipulation. Additionally, you'll gain an enhanced ability to engage people in the issues of today as well as negotiate at all levels.

Programme Elements

- The context of influencing, negotiating and engagement in today's NHS
- Sources of influence and disengagement
- Ethical versus unethical influencing
- Understanding & managing political influencing strategies
- Core principles of the influencing & negotiation processes
- The clinical to managerial dimension – gaining an equal footing
- Evolving the minds & hearts of others - THINK, FEEL, DO
- Passing the Tipping Point – overcoming inertia
- The importance & adoption of a win-win philosophy
- Recognising & managing win-lose mindsets & underhand moves
- SPRINT cycle of achieving your outcomes
- Information is influence – core principles in information utilisation
- Planning – adopting a manageable but effective approach
- Use of SWOT analysis
- Importance of ground rules & behavioural norms (professional & cultural)
- Creating the conditions & will for effective engagement or negotiation
- Recognising & using start and stop signals in negotiations
- ABCD - knowing when to Agree, Bargain, Control or Delay
- Re-framing skills to ensure common agendas
- Working at a needs level, not positions
- Identifying and adjusting your BATNA
- When others don't play fairly – overcoming intransigence & manipulation

How Will I Benefit From This Course?

- Turn influencing, negotiation & engagement into science from art
- Substantially enhance your personal effectiveness
- Gain greater resources for your service
- Successfully engage clinical & non-clinical colleagues
- Overcome unfairness and achieve win-win solutions
- Avoid manipulation, coercion and the fait accompli

Practical Details

Duration: 1 Day **CPD Points:** 5
Registration Time: 09:15 **Maximum Delegates:** 25
Start Time: 09:45
Finish Time: 16:15 Accommodation is not included

Full details, dates & locations for this course at www.medicology.co.uk/JD20

To book, go online at www.medicology.co.uk, call 01332 821260, fax or post the form on the back page

Personal Development Courses

Assertiveness Without Aggression

CPD Points: 5, This is a 1 day course

Introduction

It's so easy for those to whom assertiveness doesn't come naturally to feel manipulated, bullied and sometimes not quite in control. You probably find yourself doing too much because it's difficult to say 'no' and you might also suffer low self esteem and a lack of confidence despite your knowledge. However, you probably wouldn't want to be thought of as rude or forceful. We understand this fully. We believe that you don't have to become aggressive to influence or a bully to get things done. However, you do need behavioural flexibility and the knowledge of when and how to influence and assert yourself. If that sounds useful, or indeed essential to effective health delivery, then you'd probably be surprised to know that upwards of 25% of doctors feel this is an area they need help with.

Programme Elements

- Homo Sapiens – diverse fruit all trying to live on the same tree
- Understanding your hard-wiring and how this impacts behaviour
- Where does under assertion or over assertion come from?
- Self esteem – understanding its impact on behaviour
- Understanding the intention behind behaviour
- Appreciating diversity and alternative 'wiring' types
- Developing behavioural flexibility – stepping out of your own shoes
- Knowing which behavioural approach to adopt and when
- Behavioural motivations - our wiring
- Managing the emotional impact of needing to assert yourself
- Developing emotional intelligence and positive self awareness
- Strategies for overcoming fear
- Influencing skills for the less assertive
- Dealing with compliments and criticism
- Delivering feedback, good & bad
- Understanding and managing difficult people
- Recognising & managing manipulation & control
- Communication skills for less assertive people
- Getting heard above the crowd
- Developing presence and personal power
- Effective delegating skills
- Dealing with conflict – prevention and cure

How Will I Benefit From This Course?

- Increase your overall assertiveness
- Inform and persuade without upset
- Develop greater self-esteem and confidence
- Say 'no' & delegate more effectively
- Increase personal effectiveness
- Develop behavioural flexibility

Practical Details

Duration: 1 Day **CPD Points:** 5
Registration Time: 09:15 **Maximum Delegates:** 25
Start Time: 09:45
Finish Time: 16:15 Accommodation is **not** included

Full details, dates & locations for this course at www.medicology.co.uk/JD21

Communication Skills for Junior & Middle Grade Doctors

CPD Points: 5, This is a 1 day course

Introduction

It is well known that most complaints and litigation come from poor communication process. Equally, clinical mistakes stem from a lack of communication strategy and poor communication style contributes to most interpersonal conflict in the workplace. Wow, it's an important subject then? This course is a fast-paced, highly effective day on improving communication skills essential to junior doctors, handling patients, parents & relatives, delivering bad news, proper handovers, contributing on ward rounds and a wide variety of other situations where improved communication clarity is likely to lead to improve results and outcome. A very powerful course.

Programme Elements

- Understanding the communication process in the context of the junior doctor
- Where litigation & complaints come from
- Attributes of successful interpersonal communication
- Setting yourself communication goals
- Different styles & their impact on understanding, clarity & respect
- Effective peer & interpersonal communications
- Active listening skills for junior doctors
- Listening to patients, parents & relatives - making their views important
- Hearing beyond the words - identifying fear, feelings & emotions, not just facts
- Reflective feedback techniques to improve your understanding
- Managing your emotions in stressful situations
- Having a communication plan in all scenarios
- Identifying & communicating the key message with absolute clarity
- Delivering bad news competently - achieving understanding and acceptance
- Managing expectations in patients, parents & colleagues
- Dealing with unrealistic requests without causing incidents
- Saying sorry when you have made mistakes
- Body language & voice tone and their impact on the feelings you generate
- Effective ward round & case presentation skills
- Getting handover right - improving clinical continuity & understanding
- Phoning your consultant - planning, information and understanding
- Avoiding common communication pitfalls

How Will I Benefit From This Course?

- Develop effective communication skills & strategies leading to greater achievement
- Reduce clinical errors by improving clarity
- Learn to listen effectively and then identify key information
- Improve handover and clinical continuity
- Contribute more effectively on ward-rounds
- Manage your own emotions in a variety of communication scenarios
- Deliver bad news professionally & competently
- Reduce the likelihood of patient complaints

Practical Details

Duration: 1 Day **CPD Points:** 5
Registration Time: 09:15 **Maximum Delegates:** 25
Start Time: 09:45
Finish Time: 16:15 Accommodation is **not** included

Full details, dates & locations for this course at www.medicology.co.uk/JD22

Find latest course dates & locations at www.medicology.co.uk/dates

Core Skills in Mentoring Medical Professionals

CPD Points: 5, This is a 1 day course

Introduction

Mentoring medical professionals can be an enormously rewarding experience for both mentee and mentor. Adoption of effective mentoring practises can help individuals develop self-reliance in their learning whilst over-coming unfamiliar challenges with support where needed. This programme provides an effective mentoring framework from initiation to closure, including all of the practical strategies necessary to make it successful.

Programme Elements

- Mentoring in the healthcare environment
- Understanding the mentoring approach
- Different types of mentoring for different purposes
- Proactive versus reactive mentoring
- Getting the best from the learning relationship
- Setting expectations and contracting
- Boundary setting in mentoring relationships
- 5 point process for effective mentoring
- Structuring mentoring sessions for maximum output
- Balancing directive, reflective and didactic methods
- Developing a repertoire of reflective questions
- Getting the first session right
- Ensuring common understanding & expectations
- Mentoring new staff
- Creating the game plan
- Setting SMART learning goals, milestones
- Using lead and lag indicators to assess progress
- The first 90 days – ensuring realistic goals
- Defining the areas of focus
- Core principle in mentoring new consultants
- Core principles in mentoring juniors
- The impact of individual wiring on the mentoring relationship
- Tailoring communication styles to individuals
- Active listening skills in mentoring
- Bringing closure to the mentoring relationship

How Will I Benefit From This Course?

- Help new people get off on the right foot
- Develop learning self-reliance in those you mentor
- Ensure that your mentoring is efficient, effective and goal-centred
- Build key adult learning principles into the mentoring process
- Develop behavioural flexibility to get it right for diverse individuals
- Strengthen the support available to junior doctors

Practical Details

Duration: 1 Day **CPD Points:** 5
Registration Time: 09:15 **Maximum Delegates:** 25
Start Time: 09:45
Finish Time: 16:15 Accommodation is **not** included

Full details, dates & locations for this course at www.medicology.co.uk/JD23

People, Relationships & Conflict

CPD Points: 5, This is a 1 day course

Introduction

Do you want to understand people more in order to be more interpersonally effective in teams, as well as developing specific strategies for managing conflict situations?

Our ability to get on with our peers and behave in a productive, respectful fashion is one of the key determinants of organisational performance. This course delivers an advanced understanding of how people are wired, what motivates their behaviour both normally and under situations of opposition or conflict and how to deal with this. Equally, self awareness is a key goal to increase effectiveness

Programme Elements

- People - strange fruit indeed
- Self esteem & its impacts on....everything!
- Motivations of behaviour - our wiring
- Recognising people's wiring
- Seeing the world through different coloured spectacles
- Harnessing the strength in behavioral diversity
- Understanding natural motivation in the workplace
- Problem solving, constructively
- Communication skills that promote clarity & respect
- Creating low conflict environments
- Understanding unwarranted conflict
- Recognising the early stages of conflict
- Strategies when you find yourself in conflict
- Dealing with emotionally charged situations
- Restoring effective working relationships

How Will I Benefit From This Course?

- Understand what makes people tick - their wiring
- Appreciate the strengths in diversity
- Learn to recognise different wiring & its impact
- Create a harmonious environment with respect
- Spot the early signs of conflict
- Appreciate and recognise the different stages of conflict
- Gain strategies to effectively deal with conflict

Practical Details

Duration: 1 Day **CPD Points:** 5
Registration Time: 09:15 **Maximum Delegates:** 25
Start Time: 09:45
Finish Time: 16:15 Accommodation is **not** included

Full details, dates & locations for this course at www.medicology.co.uk/JD24

To book, go online at www.medicology.co.uk, call 01332 821260, fax or post the form on the back page

Personal Development Courses

Presentation Excellence for Clinical Professionals

CPD Points: 5, This is a 1 day course

Introduction

Presentations and teaching skills form one of the core backbone elements of a successful medical career. Faced with a diverse range of scenarios, from teaching staff to interview presentations right through to a presentation of an international multicentre trial, it is surprising that few have ever received any formal training in this vital area. The Medicology Presentation & Teaching Skills Course represents a single, intensive day approach to dealing with the core elements of effectiveness in this area, including addressing confidence, fear and nerves to create a competent delivery with presence, planning effectively to put the right content in that really hits home with the audience, understanding the psychology of the audience to take your skills to an advanced level, structuring a wide variety of presentation and teaching types for maximum impact and engagement and more. It's probably the most comprehensive and effective 1-day course of its type, regardless of how much teaching or how many presentations you've made to date.

Programme Elements

- Understanding the attributes of successful presentations & teaching
- Analysing your audience to create more relevance
- Adult learning principles and how these impact different scenarios
- Planning powerful presentations & teaching
- Setting presentation objectives to achieve specific outcomes
- Structuring different types of presentation, from a 15 minute podium slot through to day-long teaching
- Use of exercises, discussions & cases
- Getting the right content, driven by your objectives
- Conveying complex ideas and results
- Using PowerPoint & other mediums effectively
- Creating attractive, professional presentations
- Audience psychology and how to manage it
- Engaging your audience by making it fun and interesting
- Overcoming anxiety in public speaking
- Effective delivery - posture, voice & psychology
- Developing openings and closure with impact
- Tailoring your language to the audience & dealing with difficult people & questions
- Blueprint for continually effective presenting & teaching

How Will I Benefit From This Course?

- Understand the attributes of effective presentations
- Plan presentations effectively with the audience in mind
- Make presentations engaging & inspiring
- Tailor presentations for different learning styles & psychologies
- Overcome anxiety to deliver with confidence
- Achieve specific outcomes with presentations
- Effectively handle difficult questions & people

Practical Details

Duration: 1 Day **CPD Points:** 5
Registration Time: 09:15 **Maximum Delegates:** 25
Start Time: 09:45
Finish Time: 16:15 Accommodation is not included

Full details, dates & locations for this course at www.medicology.co.uk/JD25

Time Management & Personal Effectiveness for Junior & Middle Grade Doctors

CPD Points: 5, This is a 1 day course

Introduction

The successful junior or middle grade doctor needs a unique combination of skills combining a high team orientation with strong time management & organisational skills coupled with a delicate balancing act between learning and delivering. There is an ever increasing demand for results, as well as a low tolerance of mistakes. Packed full of practical strategies to plan & prioritise effectively, manage the never ending influx of work and regain effective work-life balance. This is probably the most powerful personal effectiveness course you will find.

Programme Elements

- Understanding the key determinants of personal effectiveness
- Learning to avoid the performance pitfalls
- Interpersonal performance & interdependency - everyone's agenda
- Developing the qualities of consistently high performers
- Mental processing of consistently high performers
- Understanding people, their beliefs and how this affects you
- Developing behavioural flexibility to influence others with more ease
- The power of personal vision and a goal-focus
- Deciding what you want, clinically & professionally, and achieving it
- Powerful planning & prioritisation, even when others influence your time
- Doing the most important things, consistently
- Utilising a priority grid to balance importance & urgency
- Physiological strategies for high performance
- Continual evolution - improving your performance incrementally
- Act, evaluate & adapt - strategy for ultimate success
- Essential time management strategies for successful people
- Achieving work-life balance and career success

How Will I Benefit From This Course?

- Understand the attributes of high performance people
- Plan and organise for maximum effectiveness
- Develop greater influencing skills and more presence
- Create & execute career plans for enhancing success
- Embed high performance habitual behaviour for long term growth
- Achieve work-life balance and success, regardless of workload

Practical Details

Duration: 1 Day **CPD Points:** 5
Registration Time: 09:15 **Maximum Delegates:** 25
Start Time: 09:45
Finish Time: 16:15 Accommodation is not included

Full details, dates & locations for this course at www.medicology.co.uk/JD26

Find latest course dates & locations at www.medicology.co.uk/dates

About Our Courses

Course Type & Teaching Methods

The Medicology approach consists of an effective balance of practical skills with solid academic underpinnings. Your course will have an appropriate reliance on slide presentation, backed up with case studies, discussion exercises, group work, individual exercises and examples. The emphasis is on creating a stimulating, fun, interactive environment that helps you enjoy the journey whilst ensuring you gain the necessary practical application of your new found abilities.

Hype or Hyper Helpful?

We forgive you for wondering whether these types of courses are genuinely helpful. However, our courses are consistently rated as 'excellent' by those attending and we have run programmes where over 50% of attendees have been recommended by others. Very few people don't come back for more and you can see the named, genuine testimonials online. We say "trust your colleagues" even if you remain sceptical at what we tell you!

Course Accreditation/CPD

Medicology courses are accredited through the CPD Certification Service at a level of 5 points per day, meaning that we have undergone formal assessment to ensure that our courses overall, course content, trainers and how we approach learning are of the highest standards. The CPD Certification Service is used by a variety of healthcare providers such as Health Service Journal Conferences, as a robust quality assurance system.

Course Options

Open Course, Single Attendee

Open courses are the perfect solution to gain essential learning as an individual but with the benefit of being able to interact with professional colleagues too.

In-House/ Bespoke

Bringing us in-house allows you to tailor programmes to specific local requirements or challenges, whilst lowering the cost of training by reducing travel and benefiting from a lower cost per person in fees.

Partnership Programme

Smaller groups or departments with limited budgets can now benefit from bringing any of our open programmes to your location at a fraction of the cost of attending open courses by allowing us to invite other health professionals to fill the spare capacity.

Really Important Stuff!

All courses are CPD approved
(at 5 points per day)

Numbers are low and capped
(we don't cram you in!)

This is what we do, it's not
our side-line!

We are not new
(even if you didn't know us)

Most people who attend,
re-book for more
(as many as 8 times)

We really understand people,
especially NHS people
(that's our true strength)

We Truly believe that the NHS
can be great again
(through its people)

How To Book



Phone:

You can book over the phone by calling 01332 821260



Online:

Find the course you wish to book onto via our website at www.medicology.co.uk and select the date and location that suits you.



Post:

Fill out the registration form at the back of this brochure and post it back to -
Registrations, Medicology Ltd, Oxford House, Stanier Way, Wyvern Business Park, Derby, DE21 6BF

Who Are Medicology?

Healthcare-Dedicated People Specialists

An Introduction

Although many of you may already know Medicology, let's assume you don't. We are an organisation that is passionate about health and the people that deliver healthcare. We are wholly focused on encouraging both the passion and will to lead, as well as the capacity, knowledge and skill to be exceptional at it. We are the largest provider of open-course learning in the field of leadership & management for clinical staff, especially doctors, as well as training across all staffing groups within healthcare. That position reflects the passion that we bring to our work, reflected in both our mission and vision. We believe that the NHS can be great once more and we are committed to helping achieve that from the clinical coal face to the highest possible levels.

Mission:

Passionate about People, Performance & Health

That's who we are and what we do. Based on our core value of being passionate about what we do and where we do it, you'll find the whole team absolutely committed to helping each and every person or organisation that entrusts us with an element (or all) of their development pathway. We feel it's an honour to be trusted and we're passionate about getting it right.

Vision:

The undisputed leader in healthcare performance training & services based on the four cornerstones of effectiveness:

PASSION INSIGHT COMMITMENT IMPACT

Meet Your Team

Andrew Vincent DipM MCIM DMS - Managing Director & Lead Consultant/ Trainer

Andrew has a senior management background across healthcare encompassing pharmaceuticals, biotechnology, medical devices and training! An energetic leadership, management & personal performance specialist, his particular fortes include leadership development for senior health service staff, including consultants, clinical directors & boards, management development across all levels of health service staff, with an emphasis on alignment with key organisational goals and resolving complex challenges, including low morale, significant change, disengagement, conflict, clinical/managerial divides, inertia and crises.

Sara Watkin MD MBChB FRCPCH - Medical Director

Sara's healthcare experience spans 20 years encompassing tertiary care, secondary care, primary care and managed clinical network level. This gives rise to enormous insight into the healthcare environment, the current reconfiguration agenda and increasing emphasis on clinical quality & safety. As Consultant Neonatologist for 12 years and Clinical Director for 7 years, she has considerable experience at the sharp end of healthcare delivery, accountability and organisational infrastructure. Her role as Clinical Lead for a Managed Clinical Network has been illuminating to the challenge facing healthcare reform.

Lois Brand

Leadership & Personal Performance Specialist

Dr Vikas Sodiwala

Leadership & Personal Development Trainer

Cath Henson

Leadership Trainer & Coach

Dawn Harvey

Leadership Trainer & Coach

Paul Hollinshead

Leadership Trainer & Coach

Marion Parris

Leadership Trainer & Coach

View full profiles at: www.medicology.co.uk/meettheteam

Partnership Programme

Potentially The Lowest Cost Of Training Available Anywhere

What Is It, Really?

If there's a few of you, say 5 or more, who would benefit from this training, then we have an innovative solution that is a stroke of pure brilliance (even if we say so ourselves). Our Partnership Programme can deliver the lowest training cost per head in the industry without cutting a single corner. It's a bit like having your own bespoke course, run at your location but with the benefit of wider NHS colleagues using the spare capacity and reducing the overall cost to you, possibly even to zero!

How Does This Work?

It's simple really. Say you have 7 individuals who need a specific course, perhaps Time Management. Normally that would cost at least £200 + VAT per person plus their travel costs, reaching a total cost of somewhere between £1,400 and £2,000+ excluding VAT for the whole group. With Partnership Programme though:

- You choose an open programme that you'd like to bring in-house
- Between us we choose a suitable date & venue e.g. Postgraduate Centre
- We create a special course web page for internal participants to register through
- Each person registers at £150 + VAT (wait though, because they get a rebate too)
- We place the course date in our open programme, marketing it to other NHS staff
- Each external person who registers provides a £100 contribution to your costs
- Afterwards, we reconcile income, catering, trainer expenses and any incidentals
- We provide a rebate from the external participant income

Ask and we'll write a specific proposal for you, based on your exact requirements along with clear guidance on how to make it successful.

Taking this forward: Drop an email to Dean Kellogg at dean@medicology or call the office on 01332 821260 and ask for him.

Testimonials

What Others Are Saying

“Undescribable epiphany! Thank you so much. Best bit recognising 3 personality types and how best to motivate them. Has changed my life!”

SHO General Surgery, Essential Leadership for SpR-level Doctors

“Good course for very important topics needed in day to day clinical care”

Registrar, Orthopaedic and Trauma Surgery,
Management Skills for Junior and Middle Grade Doctors

“Extremely professional, aimed at all levels with enthusiasm and personality. Kept my eyes wide open all day!!!”

SHO, Anaesthesia,
Management Skills for Junior and Middle Grade Doctors

“It was one of the most beneficial courses I have attended. Not once did I lose interest. I would recommend the course to everybody in leadership positions”

Consultant in A & E, Dudley,
Effective Clinical Leadership

“After returning from the Clinical Leadership course held by Medicology, I have to say, my impression was that I had attended the best course in my career”

Consultant & Head of Service, Emergency Medicine.
Effective Clinical Leadership

“Excellent course with inspiring concepts that are directly relevant to my clinical practice, many thanks”

Consultant Paediatric Maxillofacial Surgeon,
Effective Clinical Leadership

“Thanks Nick I did attend the course on the 20th which was very good. I am glad I did as I have already started applying what I learnt. I will like to arrange for something on advance communication 2 day course for the future”

Staff grade and Trust grade, Paediatrics, Time Management and Personal Effectiveness for Junior and Middle Grade Doctors

View more testimonials online at www.medicology.co.uk

REGISTRATION FORM

Fax To: 01332 821262

PHOTOCOPY THIS FORM

(Please leave original for others to use, thank you)

Post, Fax, Call or do it Online

PLEASE PRINT DETAILS

We're saying please try to make it neat so we can read it!

Course Details

Course Name:

First Choice of Date:

Second Choice of Date:

Personal Details

Title: (Please circle the correct one) Professor Dr Mr Mrs Miss Ms

First Name:

Surname (Family Name):

Job Title:

Clinical Speciality:

Any special diet and access requirements?

Location/Contact/Details

Hospital / Clinic / Trust:

Home Address:

Main Telephone:

Mobile Number:

Email Address:

(Compulsory for all registrations)

Payment Details

(Please ensure you send the amount **including** VAT)

I wish to pay by: Cheque to 'Medicology Ltd' (Please enclose with form) Credit / Debit Card (We will contact you) Invoice to Employer (Please provide address & contact)

Medicology Ltd will issue an invoice & receipt for all payment methods so that you may reclaim your costs from your employer.
NB Invoices declined by an employer incur a further fee of £45 + VAT, so please ensure that your employer agrees.

Booking Signature

I understand that I am making a firm booking and that I am subject to the full terms and conditions as stated on the Medicology Ltd website

Signed

Date

MED081125A

Telephone 01332 821260

Go online at www.medicology.co.uk

Please return forms to:

Registrations, Medicology Ltd, Oxford House, Stanier Way, Wyvern Business Park, Derby, DE21 6BF