



medicology



## Consultant Interview Skills

The Gold Standard Course for Doctors wanting to get the edge

# Consultant Interview Skills

## The GOLD STANDARD Approach

### 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.

### 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.

### 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

### Course Details:

<b>CPD Points:</b>	6
<b>Duration:</b>	1 day
<b>Registration Time:</b>	09:00
<b>Start Time:</b>	09:30
<b>Finish Time:</b>	16:45
<b>Maximum Delegates:</b>	12

**Format:** Meeting room based course

#### Dress Code:

Comfortable and relaxed, rather than formal

#### Accommodation Arrangements:

Accommodation is **not** included.

**Course Fees:** £325 +VAT

**Early Bird Fees:** £299 +VAT

The early bird rate applies to bookings received more than 56 days before the course date.

#### Included In The Registration Fee:

Registration is fully inclusive of attendance, all refreshments, a light sandwich lunch or similar and all materials used on the course.

### 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

Bring this course In-House - Call **01332 821261** or go to [www.medicology.co.uk/inhouse](http://www.medicology.co.uk/inhouse)

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The **GOLD STANDARD** Approach

## What Makes Us Different?

### 1. Gold Standard Classroom Course

Comprehensive, practical course designed to equip you with the knowledge, skills and insight to be successful. Getting the right job is so much more than the interview itself and so we ensure you gain the strategies necessary to place you in the best possible condition by the time your perfect job is advertised. Our course has a fantastic 1:6 maximum instructor to participant ratio for the practical feedback/ questioning sessions.

### 2. Specialty-specific E-learning Course

The Medicology approach is unique in that it deals with both standard approaches and specialty-specific issues and insights. This provides you with a valuable advantage, as you discover what you need to know or research to ensure that you are not only a strong interviewee but specifically the issues arising in your particular specialty, from key initiatives to psychological insight.

### 3. Insights – Understanding the Evolving Healthcare Landscape E-learning Course

Normally costing £115 on its own, this extensive programme ensures you know all you need to know about the evolving healthcare landscape, what it means to frontline clinical services, what it takes to create successful services going forward, key challenges and more. Equipped with this level of insight, you'll be just the type of person a service is looking for – someone who knows what it takes to drive service success in an increasingly challenging environment.

### 4. Psychological Profiling & Feedback

We don't need to tell you unique people are but have you ever considered that underlying hard wiring is a key determinant of success at interview? We ask you to take a short profiling exercise and then provide you with feedback designed to allow you to maximise your strengths, compensate for your weaker areas, know which aspects to emphasise and more importantly how to sell yourself in your specialty.

### 5. Extensive Online Resources

We recognise that you can never learn enough on the course itself and in any event we'd prefer you to concentrate on acquiring the right skills whilst gaining feedback. However, to ensure that you get the edge across all areas contributing to interview success, we give you access to protected areas of [consultantinterviews.co.uk](http://consultantinterviews.co.uk) where you'll find a myriad of resources, guidance, questions & strategies not available to the outside world.

### 6. CV Guidance

Your CV is your access medium to the interview itself and so it's vital that you get this aspect right. Go to a CV writing company and you could just end up with a CV looking like everyone else's. We give you access to the knowledge, insight and strategies, coupled with CV audit tools, to allow you to construct a powerful CV that gets you invited to the table.

### 7. Back Up Coaching

Fail to get offered a position after 4 interviews and we'll provide you with personal coaching to overcome any specific issues. Furthermore, we'll take a look at your whole strategy and provide advice on how to improve it. This unique aspect of our approach demonstrates our confidence in being able to influence your results whilst reassuring you that you are entering a relationship with success at the end of it.

Discover the True Power of the course at [www.consultantinterviews.co.uk](http://www.consultantinterviews.co.uk)

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# Consultant Interview Skills

## 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

Very useful course, small group - not intimidating. Well recommended!

SpR, NHS Greater Glasgow & Clyde

Brilliant course with appropriate amount of information

SpR in Radiology, Addenbrookes Hospital

### 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

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## About this Course

### Course Type & 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 feed back 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.

### Target Audience

Doctors	Nurses	Bus & Admin	Allied Pro's
<input type="checkbox"/> Junior	<input type="checkbox"/> Junior	<input type="checkbox"/> Junior	<input type="checkbox"/> Junior
<input checked="" type="checkbox"/> Middle	<input type="checkbox"/> Middle	<input type="checkbox"/> Middle	<input type="checkbox"/> Middle
<input type="checkbox"/> Senior	<input type="checkbox"/> Senior	<input type="checkbox"/> Senior	<input type="checkbox"/> Senior

### 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.

## 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](http://www.medicology.co.uk) and select the date and location that suits you, or email: [customer.service@medicology.co.uk](mailto:customer.service@medicology.co.uk)



### 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

Bring this course In-House - Call **01332 821261** or go to [www.medicology.co.uk/inhouse](http://www.medicology.co.uk/inhouse)

# 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

#### **Cath Henson**

Leadership Trainer & Coach

#### **Paul Hollinshead**

Leadership Trainer & Coach

#### **Dr Vikas Sodiwala**

Leadership & Personal Development Trainer

#### **Dawn Harvey**

Leadership Trainer & Coach

#### **Marion Parris**

Leadership Trainer & Coach

View full profiles at: [www.medicology.co.uk/meettheteam](http://www.medicology.co.uk/meettheteam)

# In-House Training Solutions

Tailored Solutions Delivered In Your Workplace

## State Of The Art Approach

The benefit of the in-house solution is that we can table your issues as part of the programme, ensuring that we help you overcome the specific challenges that you are facing. As human performance specialists, we bring extensive knowledge and insight into healthcare challenges involving people, coupled with a highly effective developmental approach designed to equip you and your colleagues to overcome whatever our healthcare environment throws at us.

## How Can You Trust Us To Deliver?

Firstly, we approach every programme with the same passion, whether it is a single day or an extensive programme for a large number of people. However, rather than take our word for it, consider the following:

- Review the testimonials, in here, online or ask for more if you'd like them
- See how we handle your enquiry. Are we professional?  
Do you feel informed? Is it clear that we understand your issues?
- If we do run a programme and we get it wrong for you - you can have your money back! **(yes, a 100% money-back guarantee)**

We know that we won't be asked back if we get it wrong for you and we do like to be asked back! However, even though our intentions are obviously positive, you need the reassurance that if we don't get it right then you haven't wasted your budget. Our 100% money-back guarantee on in-house training is quibble free. In our eyes we either delivered, or we didn't. It's that simple!

## Trust & Insight

Medicology has run literally hundreds of days in all types of NHS organisations from single departments to whole organisations, Acute Trusts, PCTs, medical schools, SHAs and more. Important groups trust us because we have the right insight, a passion for improvement and we deliver the results people expect. This is reflected in a diverse, extensive client list of Trusts the length and breadth of the country, such as:



## How Much Does It Cost?

Each programme is relatively unique but our pricing structure is very transparent. Typically a one-day programme costs around £1,650 + VAT + expenses, depending on the degree of tailoring, the distance to travel (yes, you will pay more for Stornaway, sorry!) and the overall complexity. We'd be happy to provide a detailed quotation.

## Added Value

Medicology have state of the art event management systems and we make these available to you as part of the process. This saves time, makes you look professional and delivers considerable added value:

- Your participants can register directly on our system, automating all of the admin functions from joining instructions to badges
- We provide you with beautiful PDF posters or brochures at no extra cost (we want your event to be successful)
- Once you have a venue, we take over the full management role, leaving you free to do the day job

## Taking This Forward

Drop an email to our Medical Director, Dr Sara Watkin, at [sara@medicology.co.uk](mailto:sara@medicology.co.uk) or call the office on **01332 821260** and ask for Dean. You can find out more and download our In-house brochure at [www.medicology.co.uk/inhouse](http://www.medicology.co.uk/inhouse)

# 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 too, 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

## How Much Does It Really Cost?

It depends on the number of external participants but let's say there are also 7 of these in the above case, that catering costs £12 per head and the trainer's mileage costs £50. Our reconciliation would look like this:

$$(7 \times £150) + (15 \times £12) + (£50) - (7 \times £100) = £580 \text{ net cost or } £83 \text{ per internal person}$$

Ask and we'll write a specific proposal for you, based on your exact requirements.

## Ensuring It Is Successful

The Medicology team are experienced in the factors that contribute to event success and take responsibility for this, including:

- Helping you select the right course based on needs and popularity
- Ensuring you allow long enough for us to obtain further delegates
- Siting the course in a convenient, accessible location
- Avoiding competition between your course and others
- Providing you with high quality materials to help publicise the event internally

It means your work is limited to deciding on a date, booking the post grad centre and sending a quick email to your internal colleagues. We do everything else because that's our job!

## Taking This Forward

Drop an email to our Head of Partnership Programmes, Dean Kellogg, at [dean@medicology.co.uk](mailto:dean@medicology.co.uk) or call the office on **01332 821260** and ask for him.

# Testimonials

## What Others Are Saying

There can be little doubt that this organisation has the passion and foresight to truly interact with its target audience and in doing so rekindle that passion which led the health service forward in the past but which, of late, has been fading

Medical Director, Acute Services, Advanced Leadership for Hyperbusy Leaders

"It was apparent that the Medicology team as a whole are dedicated to improving the way in which clinicians can interact effectively with health care managers and also to give clinicians the necessary guidance and skills to themselves become effective managers"

Consultant Intensivist, Core Skills for the Clinical Service Lead

"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

"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

"I will highly recommend/persuade them to attend Medicology courses"

Consultant Surgeon, James Paget University Hospital NHS Foundation Trust, Core Skills for the Clinical Service Lead

"Dear Sara I would like to take this opportunity to thank you and congratulate you for your excellent course in Birmingham which I thoroughly enjoyed and benefitted from. Wishing the very best for the future running of your training programme"

Professor & Head of Department & Histopathology Service, Cardiff, Leadership Masterclass for Healthcare Professionals

"Active involvement of participant rather than lecture style kept me engrossed in the talk. Would recommend this course to my peers, no doubt"

CT2 Oncology, Sheffield Teaching Hospital, Core Skills in Clinical Governance

"Dear Nick, I enjoyed the meeting and picked up some useful tips - now all I have to do is put them into practice!"

Consultant, Academic Paediatric Radiology, London, Assertiveness Without Aggression

"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

"Andrew I felt the past two days were very useful and intend to attend further courses in future hopefully. I have passed on your details to our Director of HR with recommendations. I'll keep an eye on the website and am happy to be sent any reminders etc - assuming your "green" IT colleague has such a system in place...!"

Clinical Director SSU, Raigmore, Management Masterclass for Consultants

"I can now recognise motivational values, time management and management of change. Already I can see a change in my attitude, I have become much more aware of what drives people and how people behave. This will enable me as a leader and team member to adopt strategies"

"This course has been the best course I have ever attended, it is truly inspirational and beneficial personally and professionally"

Ward Manager, Effective Clinical Leadership

"Definitely a must for the newer consultant. Valuable assessment of personality traits, time management & dealing in difficult situations"

Consultant in Transplant Surgery, UHB Foundation Trust, Core Skills for the Newer Consultant

"I thoroughly enjoyed it and it provoked so many ideas and different ways of thinking"

Business Manager Directorate of Clinical Education, Glenfield Hospital, Mastering Business Development, Partnership Working & Tenders

"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

# Registration Form

## 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?

How did you hear about Medicology?

### 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

Please return forms to the below address or fax to **01332 821262**

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