

# **ABCD Lifelong Learning and Continuing Professional Development**

**The National Diabetes Consultant  
Mentorship Programme**

**The ABCD Consultant Development Programme**

**The Advanced Clinical Leadership Programme**



**Association of British Clinical Diabetologists**

**ABCD: Supporting the  
professional development  
of new and mature  
diabetes specialists**



# The ABCD National Diabetes Consultant Development Programme is an established and well respected element of ABCD Lifelong Learning and Continuing Professional Development

Established in 2011 and led by Professor Baldev Singh, the NDCMP provides newly-appointed consultants with the opportunity to enter into a mentoring relationship with a more experienced colleague. Unique to the NDCMP is that it is the only speciality-specific mentorship scheme that exists within the NHS. The Programme is designed to unlock potential, help facilitate personal and professional growth and support the mentee's development as a newly appointed consultant. The Programme has been extremely successful and ABCD now has 49 active mentors with nearly 100 mentees having participated in the Programme.

## How the Programme works

The Programme depends upon, and is structured around, the appointment of high quality mentors. Mentors are outstanding clinicians and leaders, men and women who, as role models, can provide mentorship at the highest quality.

Mentees, typically, will be newly appointed consultants, who, in their application for a place on the NDCMP, will be able to demonstrate tangible commitment to professional and personal development and the support of their employing Trust.

The basis of the relationship is one in which mentors empower mentees to develop themselves as future leaders in diabetes care.

Mentors and mentees are expected to develop their own mentorship relationship, within a set of clear guidelines, covering, for example, confidentiality and contact time.

A clear and well established process for managing and supporting the administration and governance of the Programme is in place and working well. All mentors and mentees are required to attend orientation workshops prior to participation.

*"The first year of consultant life can be very daunting. It's also quite difficult to know who to trust! Having someone outside of your immediate area, with no personal agenda etc is enormously valuable. I found the experience very rewarding and the pearls of wisdom that I gleaned, I still use seven years later. I would recommend the scheme to all new consultants. It would have been great to have carried it on longer or to do a similar scheme for consultants after 5 years in the post."*

**Dr. Bobby Huda**  
*Consultant Physician in  
Diabetes & Metabolism,  
St Bartholomew's  
and Royal London  
Hospitals*

***Investing in our  
diabetologist members  
and increasing their  
impact on improved  
diabetes care***



## **Outcomes of the Programme**

The Programme generally takes on about 12 mentees per year. Self-reported mentee satisfaction in NDCMP is universally high and mentors also report that they too benefit from the mentorship relationships in which they are involved.



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*"I took part in the NDCMP as a mentee on becoming a consultant in 2012. The programme has been incredibly valuable in helping me furthering my career rapidly and has given me the confidence in taking on leadership roles locally, regionally and nationally.*

*After undertaking mentorship I became clinical lead of my department within 2 years of becoming a consultant and have undertaken diabetes clinical lead roles with 3 CCGs and now the STP. I am NHS England's Diabetes Clinical Lead for my region and have served on various committees that have written national diabetes guidelines.*

*Much of this would not have been possible without the "leg-up" afforded to me by the ABCD NDCMP. The leadership skills required for new consultants to take on influential roles within healthcare economies are often missing from our registrar training meaning new consultants find it difficult to step up.*

*The support and guidance from the mentorship scheme played a huge part in filling that gap. Since becoming clinical lead I have ensured that all three of my new colleagues have undertaken the NDCMP and indeed we have used it as a selling point in the job adverts. My new colleagues have found it very valuable and their skills will further diabetes care in our locality.*

**Dr Marc Atkin BM FRCP MD,  
Consultant Diabetes & Endocrinology  
Royal United Hospital, Bath**

# The ABCD Consultant Development Programme

The ABCD Consultant Development Programme (CDP) provides specialist registrars and newly-appointed consultants with the opportunity to undertake an accredited leadership and management programme to support their development as soon to be or newly-appointed consultants.



## Feedback

*'The whole course was very well delivered. I really enjoyed the real-life examples and the role plays. The Faculty were very inspirational and knowledgeable and throughout the whole event I felt like everyone had my interest in heart and cared about my progress and success. Thank you.'* (2015)

*'Fantastic course: all the practical games were cleverly used to make learning points and broke up the day. Good structure.'* (2016)

*'The Course is so very useful: it specifically allowed me to put what I do on a day to day basis into context.'* (2016)

*'The Course has helped me get more insight into myself and those (people/teams/processes) around me and how these can all be influenced.'* (2017)

*'Excellent designed Course. Good balance of teaching and discussion; flexible to audience need and discussion.'* (2017)

*'Thank you for an excellent week: it has been enjoyable, educational and inspiring.'* (2018)

*'Extremely useful and comprehensive Course - highly recommended to final year registrars.'* (2018)

## How it Works

Delivered as a residential programme over five days, the CDP is based on the NHS Academy Medical Leadership Competency Framework and the content covered encompasses the four core competencies of Self-awareness, Managing Service, Developing Service and Setting Direction. The ABCD CDP is recognised by the ILM (part of the City and Guilds Group) as meeting Awarding Body standards for Leadership and Management (L&M) training.

Run annually, at the end of November, there are 24 places available each year. Attendance is on a 'first-come, first-served' basis with the Programme always over-subscribed. Using the Net Promoter methodology, all attendees would 'recommend' the ABCD CDP to other colleagues and over 80% of delegates would 'definitely recommend' the Programme to others.

# The ABCD Advanced Clinical Leadership Programme

The ABCD Advanced Clinical Leadership Programme (ACLP) will provide established consultants seeking to take on regional or national leadership roles with the opportunity to further develop their strategic clinical leadership skills through action-based learning.

## How it Works

To be launched early in 2020, the ACLP will comprise a combination of workshops, mentorship, action-learning and completion of a service improvement project (SIP). On successful completion of the SIP, Programme participants will be expected to write up and publish the results of their Project and to share their experience with other members of ABCD.

Aimed at consultants with five plus years' experience, the ACLP will appeal to consultants who wish to build on this experience to take on 'extension' roles to lead and effect organisational change at a regional or national level. It is anticipated that there will be six to eight places per year on the ACLP.



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## Benefits of the Programme to Participants

Include:

- High quality, quality-assured curriculum based on existing NHS leadership and management competencies
- Visiting speakers from both the NHS and the pharmaceutical industry
- Speciality-specific focus
- Delivery of service improvements enabling generation of shared learning opportunities and associated development of good practice
- Opportunities for networking

## Personal Development

Consultants in diabetes today provide vital clinical and strategic leadership within their Trusts, both as clinical and medical directors, and in a variety of roles in the wider health economy. In addition to continuous professional development, which all healthcare professionals are required to complete, ABCD encourages its members to engage in continuing personal development, providing a range of development opportunities for those who might wish to take on leadership roles in the future.

ABCD offers three distinct personal development opportunities for diabetologists and endocrinologists, namely:

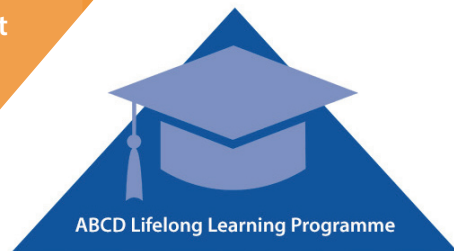
- the ABCD Consultant Development Programme (CDP)
- the National Diabetes Consultant Mentorship Programme (NDCMP) and
- the Consultant Strategic Leadership Programme (CSLP).

These programmes, which are accredited as credit-earning short courses through the Academic Institute of Medicine at the University of Wolverhampton are open to all ABCD members. Each programme is designed to provide appropriate, timely and focused personal development for doctors as they progress from specialist registrar to newly-appointed consultant and beyond.

To find out more about each of these opportunities and how they might support your own personal development, please visit <https://abcd.care/personal-development>



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