



Leadership Course Providers

Introduction

The Consultant Development Programme for ABCD has been handled by a sole contractor since 2015 based on a previous funded programme through the Kings Fund.

The programme has not been put out to tender since that time.

There are a number of academic institutions that provide leadership courses e.g. Durham University (<https://www.durham.ac.uk/business/for-business/executive-education/tailored-programmes/>). Other academic institutions offer more structured leadership courses such as MBAs in Clinical Leadership.

A Google search will reveal a myriad of providers offering leadership courses, but it would be difficult to verify their reputation and/or relevance for clinical leadership for new consultants without experience/recommendation from those who have previously participated in courses using these providers.

There are a significant number of clinical leadership courses targeted specially and emerging/new leaders from established organisations and it may well be worth considering if the current offering by ABCD is value for money when compared with these courses. This will help to define whether the course should continue to be run in-house or perhaps a bursary application scheme to support an approved supplier should be considered as an alternative.

Examples of these established courses are shown below: -

Faculty of Medical Leadership and Management (FMLM) – Stepping in to Leadership

The FMLM deliver a new consultant development programme run online over three separate days. The course is facilitated by experienced doctors and leadership practitioners who understand the healthcare world.

Workshop 1 – Understanding our context and ourselves – we'll help you understand how the health and care system fits together, give you time to think about what it means to be a great consultant and enable you to reflect on your leadership style.

Workshop 2 – Engaging and working with others – getting the best from other people is at the core of effective leadership. In this highly interactive workshop, we'll explore how you can lead teams effectively and with compassion. We'll practice different modes of influencing and negotiating to help you be even more effective.

Workshop 3 – Making change happen – We'll start by considering the problems you face and different approaches to decision making. But of course, making a decision about change is different from being able to make it happen. The second part of the day will be immersed in the messy reality of people and change; giving you tools to help navigate the sometimes-choppy waters!

Cost £818 per person (members of FMLM get a discount to £737 though doubt many are members)

Oxford Medical



Paper 4: Consultant Leadership and Management Courses
ABCD Committee Meeting: 11th March 2024

Oxford Medical offer a range of CPD accredited one-, two-, and three-day courses as well as online options. Courses are externally assessed and accredited by both CPD Healthcare and the Faculty of Medical Leadership and Management (FMLM). Their courses include Essentials of Medical Leadership and Management. These online courses can be undertaken a module at a time and include CPD points. Prices range from around £300 per day.

Oxford Medical do undertake some of these courses in person and ABCD may wish to consider approaching them to assess if they would be interested in delivering a programme dedicated for ABCD new consultants.

The Kings Fund

The Kings Fund have a range of leadership courses for healthcare professionals including the: -

Emerging Clinical Leaders Programme - This course, for SpRs, junior consultants and other AHPs takes place over six days in a four-month period in a combination of online and face-to-face sessions. During the sessions, delegates will work with Kings Fund programme directors and fellow participants to explore their evolving leadership style. The course covers:

- Leadership style and how others perceive you.
- Personal resilience
- Creating a sustainable, compassionate future
- Joining up strong leadership with patient-centred care
- Role in promoting safe, high-quality care.
- Leading through change and ensuring well being in the team is maintained.
- Collaborating with other leaders and team members

Price £2,195 per person

Mary Seacole Programme

6-month leadership development programme for first-time leaders, designed in partnership with global experts, recently refreshed and delivered by experienced facilitators to develop clinician knowledge and skills in leadership and management. It involves five hours of study per week (100 hours study in total plus three full-day behavioural workshops) and features 12 modules covering leadership fundamentals, leading for improvement and management skills.

Price £995 per person for those providing NHS funded care.