

# 1-Day Essentials of Medical Leadership and Management Course

Formed in 2004 Oxford Medical Training is the leading medical career development company in the UK. We offering a portfolio of training courses and distance learning materials focused upon Interview Skills, Teach the Teacher, Communication, and, of course, Leadership and Management. The need for the highest standards of medical leadership and management has been emphasised in numerous reports and papers, including The Francis Report and the Care Quality Commission's State of Care reports. It is never too early for a doctor to begin the development of these skills. Nor is it too ever too late as growth in this area is a lifelong journey. Continual, focused learning throughout a career is essential.



This one-day course focuses on the leadership and management of people in both hierarchical and multi-disciplinary teams - on getting things done through the interaction with others on a human level. Continually growing in popularity, we now have several hundred doctors attending this course each year across the UK. To ensure that our training meets the ever changing needs of modern healthcare we have conducted a major revision for June 2016 onwards. **Accredited for 6 CPD points.**

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## Learning Outcomes

Providing doctors with an insight into their current skills for leadership, whether or not you have a current management role, the Oxford Medical Training 1-Day Essentials of Medical Leadership and Management course will provide you with an interactive learning experience to:

- Recognise the key elements of a high performing team
- Reflect on your current approaches
- Identify your default leadership and management style and assess the impact that this has on others
- Explore alternative approaches to become more versatile and how to adapt to meet the challenges of different people and different circumstances
- Discuss the subject of motivation and how to influence others
- Experiment with frameworks which support innovation and consistency
- Clarify the root causes of under-performance
- Reflect on your current approach to dealing with under-performance
- Determine the most appropriate leadership and management practices that will work for you

# Prospectus

## 8.30 **REGISTRATION AND COFFEE**

This time is an excellent opportunity for course delegates to meet fellow attendees and break the ice before working together throughout the day. This is also an invaluable time to share personal and professional experiences with the tutor and other delegates..

## 9.00 **INTRODUCING THE AIMS AND OBJECTIVES OF THE COURSE AND PERSONAL OBJECTIVES**

The course begins with an opportunity for personal introductions, a presentation of the course aims and objectives and some exploration of your own individual learning goals.

### **HIGH PERFORMING TEAMS AND THE LEADER'S ROLE**

Through a combination of small group activity and discussion, delegates explore how teams and their members develop and function. Your tutor will introduce you to models and concepts of both successful and dysfunctional teams and support you to relate this to your current role.

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Mid-morning coffee break (15 mins)

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### **LEADERSHIP AND MANAGEMENT STYLE**

This session enables delegates to consider the many leadership and management styles. We look at the subject from different perspectives, considering the pros and cons different approaches. We then help you to identify which style you most typically utilise and how you can become more versatile.

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Lunch break (45 mins - 1 hour)

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### **ENGAGEMENT, MOTIVATION AND INFLUENCE**

How do you get things done through other people? In this section of the course we explore the reasons why people are willing, or unwilling, to get involved. We review methods of influence and consider how to create lasting change.

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Mid-Afternoon coffee break (15 mins)

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### **LEADING INNOVATION AND LEADING CONSISTENCY**

Innovation is essential for the constant development required in healthcare.

Consistency is essential for maintaining standards and best practice. We investigate how a leader can foster a culture which reconciles the needs for both. You will also have the opportunity to experiment with relevant frameworks which can help you to achieve this.

### **DEALING WITH UNDER-PERFORMANCE**

Unfortunately, people do not always do what we want them to, or do it to the standard that we expect. We consider the key reasons for this and the appropriate approaches which you can take to suit the different circumstances. We also encourage you to reflect on what holds you back from addressing under-performance, looking to find solutions from the ideas that we have explored throughout the day.

### **SUMMARY AND COURSE CLOSE**

The course concludes with some critical reflection, a review of the course planned objectives and your own learning goals

Course ENDS 16:30 - 17:00 depending on delegate numbers.

***Our course content is constantly updated ensuring  
you receive the best and latest information.***