Training Clinical Leaders in the North West: a schematic representation

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The Junior Doctor Advisory Team was ostensibly the first full-time programme for junior doctors to develop leadership and management skills. Trainees are seconded for an out-of-programme experience incorporating operational and strategic activity at the North Western Deanery and NHS NW. There is an emphasis on leadership and self-development.

The JDAT, formerly the Improving Junior Doctor’s Working Lives 126 and EWDT team, took over the role of the now defunct Regional Action Team in the North West. Their primary objective over the last few years has been to create new pathways to develop clinical leadership through these groups. A rigorous, multi-stage recruitment process was used to identify suitable candidates. Applicants had to be North West clinicians, but could be from any discipline. Fellowships were offered as 12-month secondments, enabling Fellows to take new skills back to their clinical practice. One to two fellowships were designated to work on each CPG. This practical leadership experience was complimented by a formal multidisciplinary leadership development programme (‘Leading Together’), delivered in partnership between the North West Leadership Academy, the RCGP and the North West Clinical Directors Group.

The Women in Medicine Network is open to both male and female doctors in the North West – indeed events have been attended by both sexes. This open network allows Fellows to find the right opportunity at the right time and to feel supported in their development. The Network holds several events each year, all open to all trainees and undergraduates in the North West and includes creating a Night School for the North West Junior Doctors and the North West Medical Leadership Undergraduates Network. Trains in Full-time Leadership for Specialty Trainees in Medicine and the Future of the NHS’ as the Foundation track. It was established in January 2010 to meet the need to link emerging clinical leaders (e.g. nurses, GPs, doctors) across the region. They work in collaboration with ECLN, NHS III and the NW Medical Leadership School to deliver a range of leadership and management skills.

The North West Leadership Fellowship (NWLF) programme was piloted by the Public Health department at the North West Strategic Health Authority. It was an innovative scheme to identify local emerging clinical leaders and aimed to nurture development, in addition to providing practical experience. Following the Next Stage Review, eight expert multidisciplinary clinical pathway groups (CPGs) to deliver improvements in patient care were created in the North West. The NWLF scheme was subsequently developed to help enhance clinical engagement and investment in local multidisciplinary clinical leadership through these groups. The DVD aims to begin the process of clinical leadership development. It was open to all trainees, consultants and GPs and comprised a series of roadshows, seminars and workshops to promote wider implementation of the Medical Leadership Competency Framework. There is a dedicated Leadership section at the North West Deanery that is concerned with the ongoing development of clinical leaders in the region. They work in collaboration with ECLN, NHS III and the NW Medical Leadership School to deliver a range of leadership and management skills.

The Network aims to be a hub of activity and support emerging clinical leaders (e.g. nurses, GPs, doctors) across the region. It involves part-time study with management skills. Trains in Full-time Leadership for Specialty Trainees in Medicine and the Future of the NHS’ as the Foundation track. It was established in January 2010 to meet the need to link emerging clinical leaders (e.g. nurses, GPs, doctors) across the region. They work in collaboration with ECLN, NHS III and the NW Medical Leadership School to deliver a range of leadership and management skills. The North West night school events are open to all trainees and undergraduates in the region. The year programme draws a motivated audience with an interest in clinical leadership and management. The events are held on a roughly a quarterly basis and they enjoy a healthy attendance of at least 40 - 60 members dependent on the time of year. Previous events have included ‘Leadership Uncovered’, ‘Interviews with a Medical Director’ and ‘Meet the Management’ attracting hundreds of junior doctors from across the region.

Medical Leadership Awareness Month was open to all trainees, consultants and GPs and comprised a series of roadshows, seminars and workshops to promote wider implementation of the Medical Leadership Competency Framework. There is a dedicated Leadership section at the North West Deanery that is concerned with the ongoing development of clinical leaders in the region. They work in collaboration with ECLN, NHS III and the NW Medical Leadership School to deliver a range of leadership and management skills. The Network aims to be a hub of activity and support emerging clinical leaders (e.g. nurses, GPs, doctors) across the region. It involves part-time study with management skills. Trains in Full-time Leadership for Specialty Trainees in Medicine and the Future of the NHS’ as the Foundation track. It was established in January 2010 to meet the need to link emerging clinical leaders (e.g. nurses, GPs, doctors) across the region. They work in collaboration with ECLN, NHS III and the NW Medical Leadership School to deliver a range of leadership and management skills. The Network aims to be a hub of activity and support emerging clinical leaders (e.g. nurses, GPs, doctors) across the region. It involves part-time study with management skills.