

A Practical Guide to developing your skills as an

Effective Clinical Director

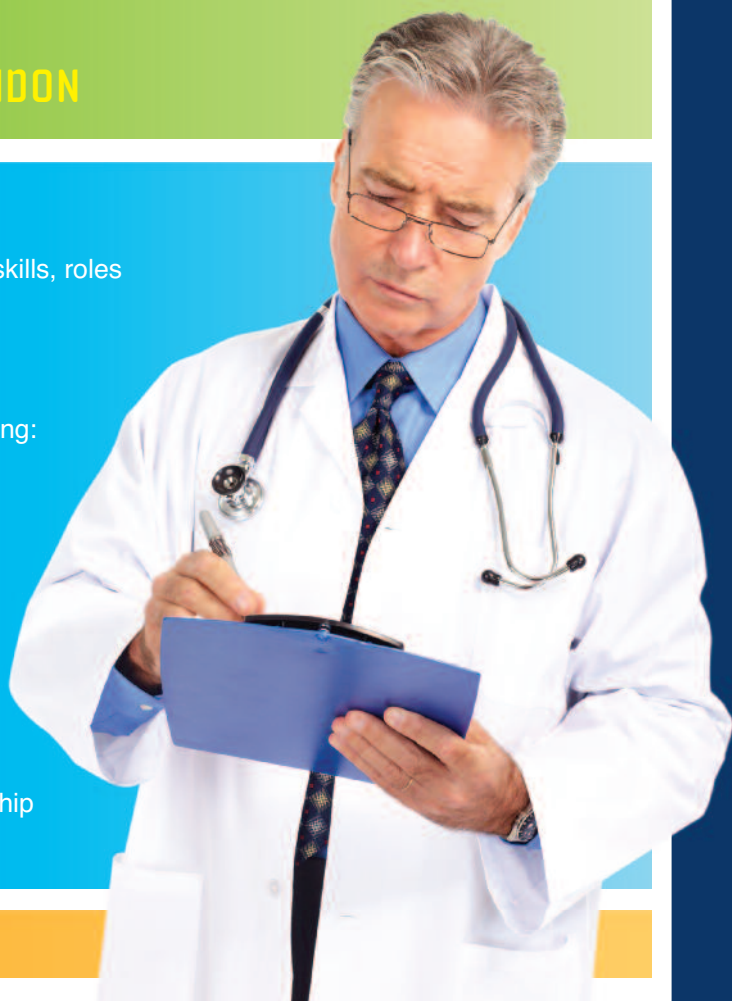
For Clinical Directors, aspiring Clinical Directors, and Medical Directors responsible for their development

TUESDAY 17 MAY 2011

CAVENDISH CONFERENCE CENTRE, LONDON

Topics include:

- What makes an excellent Clinical Director? qualities, skills, roles and responsibilities
- QIPP: a Clinical Directors guide
- Revalidation: an update for Clinical Directors
- Improving team performance and effective team working: understanding and managing team behaviour and team performance
- The highs and lows of the Clinical Director role
- Managing poor performance, and supporting doctors in difficulty
- Leading the Clinical Directorate: delivering change and improvement
- Extended session: strengthened appraisal: learning from the early adopters
- Managing directorate finances: clinical budget ownership and patient level costing: a guide for Clinical Directors



Plus workshop for aspiring Clinical Directors

Chair and speakers include:

Dr Mark Porter

Chairman Central Consultants and Specialist Committee BMA and Consultant Anaesthetist University Hospitals Coventry and Warwickshire NHS Trust

Dr Steve Evans

NCAS Adviser and former Medical Director The Shrewsbury and Telford Hospital NHS Trust

Dr Megan Joffe

Chartered Psychologist Edgumbe Consulting Group Ltd

Recognised by:



A Practical Guide to developing your skills as an

Effective Clinical Director

For Clinical Directors, aspiring Clinical Directors, and Medical Directors responsible for their development

TUESDAY 17 MAY 2011 CAVENDISH CONFERENCE CENTRE, LONDON

This one day conference is a practical guide to developing your skills as an Effective Clinical Director for Clinical Directors, aspiring Clinical Directors, and Medical Directors responsible for their development. Chaired by **Dr Mark Porter** *Chairman Central Consultants and Specialist Committee BMA and Consultant Anaesthetist University Hospitals Coventry and Warwickshire NHS Trust*, the conference opens with a presentation from **Dr Steve Evans** *NCAS Adviser and former Medical Director The Shrewsbury and Telford Hospital NHS Trust* who will discuss the attributes of good Clinical Directors, key roles, and responsibilities, strategic, directorate and individual, working through financial challenges, leading for productivity and quality, the organisations role in supporting current and future Clinical Directors and tips for aspiring Clinical Directors.

Caroline Allum *Deputy Medical Director The Whittington Hospital NHS Trust* will deliver a presentation entitled '**QIPP: a Clinical Directors guide**', and will discuss the scale of the changes needed at national and local level, meeting the quality and productivity challenge, improving productivity and encouraging at directorate level, supporting improved productivity and innovation with directorate business planning, how clinical departments will be rated under the system, and how do you release the cost benefits of productivity saving.

"The most significant challenge we face in 2011/12 is to maintain a grip on current performance and QIPP delivery, whilst simultaneously preparing and beginning to put in place the future system."

DEPARTMENT OF HEALTH, LETTER FROM THE OFFICE OF SIR DAVID NICHOLSON KCB CBE CHIEF EXECUTIVE OF THE NHS IN ENGLAND, EQUITY AND EXCELLENCE: LIBERATING THE NHS – MANAGING THE TRANSITION AND THE 2011/12 OPERATING FRAMEWORK

The conference features a workshop for aspiring Clinical Directors, facilitated by **Nick Broughton** *Medical Director West London Mental Health NHS Trust* which will help aspiring Clinical Directors for the role, including tips for interviews, developing your portfolio and understanding what the role involves in practice, both the highs and lows.

14.00–15.15 Workshop for Aspiring Clinical Directors

Workshop Facilitator: Nick Broughton *Medical Director West London Mental Health NHS Trust*

This workshop will help prepare aspiring Clinical Directors for the role – including tips for interviews, developing your portfolio and understanding what the role involves in practice – both the highs and the lows

Dr Ian Starke *Medical Director Revalidation and Director of CPD Royal College of Physicians* will deliver an extended session entitled '**strengthen appraisal: learning from the early adopters**' and will discuss developing high level indicators for an effective appraisal system, integrating the GMC core module within existing appraisal systems, supporting individual doctors to prepare for revalidation and learning from the early adopter sites.

"NHS organisations will need to ensure they have in place the key components to underpin medical revalidation, in advance of an assessment of readiness in early 2012/13 to help doctors remain up to date and fit to practise throughout their career."

DEPARTMENT OF HEALTH, THE OPERATING FRAMEWORK FOR THE NHS IN ENGLAND 2011/12, DECEMBER 2010

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10.00 Chairman's introduction

10.10 What makes an excellent Clinical Director? qualities, skills, roles and responsibilities

Dr Steve Evans

*NCAS Adviser and former Medical Director
The Shrewsbury and Telford Hospital NHS Trust*

- ▶ attributes of good Clinical Directors
- ▶ key roles, and responsibilities: strategic, directorate and individual
- ▶ working through financial challenges: leading for productivity and quality
- ▶ the highs and lows of the role
- ▶ can you measure Clinical Director performance?
- ▶ the organisations role in supporting current and future Clinical Directors
- ▶ tips for aspiring Clinical Directors

10.40 QIPP: a Clinical Directors guide

Caroline Allum

*Deputy Medical Director
The Whittington Hospital NHS Trust*

The recent White Paper Equity and Excellence: Liberating the NHS states that the Government will enable patients to rate hospitals and clinical departments according to the quality of care they receive

- ▶ the scale of the changes needed at national and local level
- ▶ meeting the Quality and Productivity Challenge: QIPP explained
- ▶ improving productivity and encouraging innovation at directorate level
- ▶ supporting improved productivity and innovation with directorate business planning
- ▶ how will clinical departments be rated under the new system?
- ▶ how do you release the cost benefits of productivity savings?

11.10 Questions and answers, followed by tea and exhibition at 11.20

11.50 Revalidation: an update for Clinical Directors

Dr Basant Chaudhury

*Consultant Gastroenterologist/Clinical Director of Medicine
University Hospitals of North Tees and Hartlepool Associate
The NHS Revalidation Support Team*

- ▶ medical revalidation: an update
- ▶ the re-licensing and recertification process: the moving forward
- ▶ developing local systems will feed into the revalidation process
- ▶ what Clinical Directors should be doing now to prepare

12.30 Improving team performance and effective team working: understanding and managing team behaviour and team performance

Dr Megan Joffe

*Chartered Psychologist
Edgumbe Consulting Group Ltd*

- ▶ improving team performance and effective team working
- ▶ understanding team dynamics within the clinical directorate
- ▶ identifying and working with dysfunctional teams or difficult colleagues

13.00 Questions and answers, followed by lunch and exhibition at 13.10

14.00 The highs and lows of the Clinical Director role

Dr David Hunt

*Clinical Director Elderly Care
Western Sussex Hospitals NHS Trust*

- ▶ the highs and the lows of being a Clinical Director
- ▶ key issues in time management, and challenges you will face
- ▶ making changes in the directorate: tips for success
- ▶ where to go from here

14.25 Managing poor performance, and supporting doctors in difficulty

Dr Shanaya Rathod

*Clinical Service Director
Hampshire Partnership NHS Foundation Trust*

- ▶ identifying poor or declining clinical performance
- ▶ managing poor performance and supporting doctors in difficulty: what to do when a concern arises
- ▶ the role of the Responsible Officer and GMC Affiliate
- ▶ the role of Human Resources in supporting the Clinical Director
- ▶ ensuring you have early warning systems to alert when things are going wrong in the directorate

14.55 Leading the Clinical Directorate: delivering change and improvement

Professor Walid Al-Wali

*Medical Director
Rotherham NHS Foundation Trust*

- ▶ delivering change and improvement at directorate level
- ▶ understanding what motivates the directorate team
- ▶ developing your leadership skills
- ▶ developing a business case for new service or redesign
- ▶ working in new ways and delivering innovation

15.20 Questions and answers, followed by tea and exhibition at 15.30

15.45 EXTENDED SESSION: strengthened appraisal: learning from the early adopters

Dr Ian Starke

*Medical Director Revalidation and Director of CPD
Royal College of Physicians*

- ▶ assuring appraisal: developing high level indicators for an effective appraisal system
- ▶ integrating the GMC core module within existing appraisal systems
- ▶ supporting individual doctors to prepare for revalidation
- ▶ learning from the early adopter sites

16.30 Managing directorate finances: clinical budget ownership and patient level costing: a guide for Clinical Directors

Dr Gill Gaskin

*Medical Director
University College London Hospitals NHS Foundation Trust*

- ▶ assessing the financial impact of clinical improvement and clinical decisions
- ▶ clinical budget ownership and patient level costing explained
- ▶ understanding service lines with clearly identified resources including support services, staff and resources
- ▶ the clinical benefits and the practicalities: examples and case studies in practice

17.00 Questions and answers, followed by close

Effective Clinical Director

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Venue

Cavendish Conference Centre, 22 Duchess Mews, London, W1G 9DT. A map of the venue will be sent with confirmation of your booking.

Date

Tuesday 17 May 2011.

Conference fee

- ☐ £365 + VAT (£438.00) for NHS, social care, private healthcare organisations and universities.
☐ £300 + VAT (£360.00) for voluntary sector/charities.
☐ £495 + VAT (£594.00) for commercial organisations.
☐ £300 + VAT (£360.00) for IHM members.

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