Foreword

Welcome to the Wessex prospectus which sets out the range of education and training opportunities available within Wessex. We believe that the Wessex Deanery is unique in bringing together programmes for medical specialty and revision alongside our commitment to developing management and leadership skills. Investment in your expertise and leadership style will not just make a difference to the patients you care for, but to the colleagues you work alongside and the organisations for which you work.

In addition, to ensure that all our education and training is of the very highest quality we also continually invest in developing the skills of our educational supervisors and provide opportunities for academic and other fellowships.

Our aim is to ensure that our trainees, and our trainers, are competent and confident in their roles and ready to deliver the very best clinical and individual care to patients. Our approach is that learning is a continuum and that a multi-professional, team-based approach provides a rich learning experience, whatever the stage of your career and whether you work in primary or secondary care.

Our programmes are developed to ensure that they meet both the quality standards of the Royal Colleges, the high expectations of local employers, and the ambitions of our trainees. They are supportive and challenging to ensure the development of our future medical workforce.

I wish you every success and hope you avail yourself of the learning opportunities.

Very best wishes

Dr Simon Plint
Postgraduate Dean
Courses and Conferences Centre

The Courses and Conferences Centre (based at Southern House, Otterbourne) organises and administers courses and conferences for the Wessex Deanery, Oxford Deanery and NHS South of England (Central).

The Courses and Conferences Centre’s highly experienced team works alongside a faculty of course directors to ensure that it provides a range of high-quality courses and programmes that are developed, quality-assured and delivered; offering a high-quality educational experience to delegates.

The Wessex portfolio consists of the following types of courses/programmes:

- Leadership and Management
- Educator and Trainer Development
- Medical Specialty
- Medical Revision

The courses/programmes are relevant and accessible, and meet the needs of the workforce, offering the assurance that a proactive approach is taken to develop a culture which is diverse; where individual differences are valued and respected.

The Courses and Conferences Centre team operates an online Course Booking Management System (CBMS); This provides delegates with the opportunity to easily register as a new user with the system, view course information, express an interest in a course or book directly onto a course event.

CBMS can be found at www.coursesandconferences.org.uk

For further information regarding courses/conferences or for CBMS assistance please telephone the Courses and Conferences Centre team on 01962 718501 between 08:00-17:00 (Monday to Friday) or email coursesandconferences@wessexdeanery.nhs.uk

“We develop great relationships with many Wessex trainees who come onto courses in their Foundation Year and then go on to become the educators and trainers of the future. It’s a pleasure to follow their success.”

Don Strange
Courses and Conferences Centre Manager
Frequently Asked Questions

How do I book onto a course?
All courses must be booked through the Course Booking Management System (CBMS) via www.coursesandconferences.org.uk
For assistance please telephone the Courses and Conferences Centre team on 01962 718501.

Where are courses held?
All courses are held within the Wessex region, which spans across Dorset, Wiltshire, Jersey, Hampshire and the Isle of Wight. Many are held within Wessex trusts/education centres or at conference facilities at Southern House, Otterbourne, home of the Courses and Conferences Centre and the Wessex Deanery. Other larger/residential events are held at external venues across Wessex. All locations are stated on CBMS and throughout the prospectus.

What is the cost to attend courses?
Many courses are fully funded by Wessex Deanery. Others are provided at a minimal cost to the delegate (which many are able to claim back via their study leave). Individual course fees are detailed on CBMS. Additional costs may be incurred if a delegate cancels their attendance at late notice.

What about study leave?
All doctors in educationally approved training grade posts from Foundation Year 2 onwards are allocated an annual study leave allowance. Study leave is managed by the Directors of Medical Education (DMEs)/Clinical Tutors for trust-employed posts and for GPRs, the Patch Associate Directors. The DMEs, Patch Associate Directors and Educational Supervisors work in close collaboration to approve time off or funding for study leave. Applications should be made in accordance with the local study leave procedures of your employing trust (usually via Education Centres) or for GPRs, via your Patch Associate Director. There are local variations in procedure however, as a general rule, applications should be made at least six weeks prior to the event you wish to attend.
For more information go to:
www.wessexdeanery.nhs.uk/about_wessex_deanery medical_policies_procedures/study_leave.aspx

I’m not sure which course is best for me – where can I get advice?
Your Educational Supervisor will support you to identify your clinical development needs. Leadership Development Leads in your trusts will be able to advise you on leadership development opportunities. If you would like further information about the courses in this prospectus, please visit CBMS at www.coursesandconferences.org.uk or telephone the Courses and Conferences Centre team on 01962 718501.

Where can I find more information about careers support and advice?
Wessex is committed to ensuring that their trainees are fully supported. There is a full section on the Wessex Deanery website. Also speak to your supervisor and find out what is available through your trust.
www.wessexdeanery.nhs.uk/careers_support.aspx
## Leadership and Management 9 – 29

- Lead and be Led ................................................................. 11
- Myers Briggs Type Indicator (MBTI) ................................... 12
- Coaching .............................................................................. 13
- Leadership Development Centre ....................................... 14
- An Introduction to Service Improvement .......................... 15
- Patient Safety First ............................................................. 16
- Legal Aspects of Consent .................................................. 17
- The Structure of the New NHS .......................................... 18
- Speaking with Power and Authenticity .............................. 19
- Personal Impact ................................................................. 20
- Conflict Resolution and Challenging Conversations .......... 21
- Time Management ............................................................. 22
- Influencing with Integrity in a Clinical Setting .................. 23
- Run up to the Interview ..................................................... 24
- Coaching and Mentoring Development Programme .......... 25
- Leadership 2 ..................................................................... 26
- SAS Development Courses ............................................. 28
- SAS Doctor Coaching ....................................................... 29

## Educator and Trainer Development 31 – 50

- Educational Supervision – The essentials .......................... 33
- Educational Supervision – The Refresher .......................... 34
- An Introduction to Workplace Supervision ....................... 35
- Workplace Supervision for Doctors in Training - What's it all about? 36
- Teaching and Learning in the Clinical Setting .................. 37
- Career Support Skills for Educational Supervisors .......... 38
- Lead Educator Development .......................................... 39
- Tomorrow's Teachers ....................................................... 40
- Tomorrow's Teachers II .................................................... 41
- Modular Course for Prospective GP Trainers ................... 42
## Educator and Trainer Development 31 – 50

- e-Portfolio Training for New Trainers .............................................................. 43
- New Trainer Course ....................................................................................... 44
- Experienced Trainer Course .......................................................................... 45
- Modular Experienced Trainer Course ............................................................ 46
- Out of Hours and Retainer Clinical Supervision .......................................... 47
- Small Group Skills Masterclass ...................................................................... 48
- Foundation Supervisor Course ...................................................................... 49
- Foundation Supervisor Refresher Course ..................................................... 50

## Medical Specialty 51 – 69

- FRCA – Introduction to Obstetric Anaesthesia Management .......................... 53
- Diabetes and Endocrinology .......................................................................... 54
- Diabetic Retinopathy Screening .................................................................... 55
- FRCR – Part 1 ................................................................................................. 56
- FRCR – Part 2 ................................................................................................. 57
- Neurology Study Days .................................................................................... 58
- Ophthalmology Study Days ............................................................................ 59
- MRCPath – Cellular Pathology ....................................................................... 60
- Basic Science for Core Surgery ...................................................................... 61
- MRCPsych – Core Skills Course .................................................................... 62
- MRCPsych – Core Psychiatry Course ............................................................. 63
- Anatomy programme for pre MRCS .............................................................. 64
- ENT Anatomy .................................................................................................. 65
- FRCS Trauma and Orthopaedic Study Days ............................................... 66
- FRCS Intercollegiate Study Days ................................................................... 67
- Regional Paediatric Meeting .......................................................................... 68
- Wessex FSRH Faculty Registered Trainers Annual Conference ................... 69
CONTENTS

Medical Revision 71 – 82

- FRCA Primary – Scientific Principles of Clinical Anaesthesia ..........73
- FRCA Primary – Wessex Intensive Primary Revision Course (OSCE and VIVA Day) .................................................................74
- FRCA Primary – Wessex Primary OSCE and SOE Course ..............75
- FRCA Final – Intensive Revision Course .....................................76
- FRCA Final – Intensive Revision Course (VIVA Day) ......................77
- MRCP – Part 1 ...........................................................................78
- MRCP – Part 2 (Written) .............................................................79
- MRCP – Part 2 (PACES) .............................................................80
- MRCPsych – Examination Skills Course .....................................81
- MRCS ....................................................................................82

Useful Information 83 – 89

- Postgraduate Education Centres in Wessex ................................84
- Further Leadership Development Opportunities ........................86
- Libraries ................................................................................88
- eLearning and Mobile Learning ................................................88
- Let us help with your event ....................................................89
LEADERSHIP AND MANAGEMENT

Challenging programmes to help you develop exceptional interpersonal skills
Professional Programme

The Professional Programme (PP) supports pre-Consultant grade doctors, managers, senior nurses, allied health professionals, biomedical and healthcare scientists, pharmacists, midwives and GP Registrars to develop their leadership and management skills; helping them deliver better, safer healthcare. It is fun, interactive, challenging and not for the faint-hearted!

The components of the programme are shown below:

<table>
<thead>
<tr>
<th>The Beginning</th>
<th>Middle Years</th>
<th>Penultimate Year</th>
<th>Final Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lead and be Led (Residential Module)</td>
<td>Service-Based Development</td>
<td>Leadership Development Centre (Residential Module)</td>
<td>Pre-CCT Masterclass</td>
</tr>
<tr>
<td>Personal development</td>
<td>Attend trust board</td>
<td>Practice leadership and management skills (role play scenarios)</td>
<td>Run up to the Interview</td>
</tr>
<tr>
<td>Leadership</td>
<td>Shadow Chief Executive</td>
<td>Teamwork</td>
<td></td>
</tr>
<tr>
<td>Teamwork</td>
<td>An Introduction to Service Improvement Masterclass – leading to work on smoking cessation, hospital at night or other service improvement projects</td>
<td>Management and leadership strengths and weaknesses (feedback)</td>
<td></td>
</tr>
<tr>
<td>Run your local NHS on a bad day (role play scenarios)</td>
<td>International exchange – current programmes in Cambodia, Tanzania and Kenya</td>
<td>Personal development</td>
<td></td>
</tr>
</tbody>
</table>

A range of one-day masterclasses including:

- Patient Safety First
- Legal Aspects of Consent
- The Structure of the New NHS
- Speaking with Power and Authenticity
- Personal Impact
- Conflict Resolution and Challenging Conversations
- Time Management
- Influencing with Integrity in a Clinical Setting
Lead and be Led is a unique multi-disciplinary two-day residential course for those who are ready to develop leadership and management skills. The course is fun and interactive, and uses realistic team exercises to examine different leadership styles.

This course is the first part of the Professional Programme, designed to support the personal development of healthcare professionals.

Who should attend?
Specialist Registrars (ST3+), MTS trainee managers, senior nurses, allied health professionals, biomedical and healthcare scientists, pharmacists, midwives and GP Registrars.

Benefits of attending
Delegates will:
- achieve greater awareness of themselves and others, and the way they interact with each other
- understand their strengths and weaknesses as a leader
- explore what makes a good team and why it is important
- gain insight into the NHS’ workings, structure and accountability to Parliament

Course content and learning approach
Practical exercises include:
- a realistic team exercise to examine, in practice, how important different roles and leadership are to an effective team
- corporate decision-making in the face of competing demands

“This is the best course I have ever been on. I have learnt so much about myself and reflected on leadership as well as hugely improved my understanding of the NHS and where it is going. Thank you so much”

“Gave me an insight into the structure of the NHS”

“Fab! More managers and clinicians working jointly”

“A very helpful course drawing on the skills and leadership qualities needed to manage an organisations”
This half-day MBTI group feedback session is an integral part of the Professional Programme and is introduced throughout the Lead and be Led course. Delegates complete an online profile questionnaire ahead of attending a group feedback session, where an experienced facilitator outlines each of the dimensions in more detail. This allows delegates to ascertain which preferences they are most comfortable with and how to use MBTI to understand the way they work best. It also allows delegates to understand the different styles of colleagues and other health care professionals, thus enhancing the way they work as a team.

**Who should attend?**
Delegates who have previously attended the Lead and be Led course.

**Benefits of attending**
Delegates will:
- achieve greater awareness of themselves and others
- understand how this might affect team working

**Session facilitator**
Judy Oliver is an experienced coach and facilitator; working right across the NHS from Royal Colleges and GMC to local trust boards and clinical commissioning groups. Judy’s own career has included holding senior posts in the private sector, local government and NHS.

"Highly recommended workshop. Excellent facilitator"

"Made me reflect upon myself and change and improve myself further"

"A very enjoyable afternoon well spent. I would recommend it to colleagues"

"Good practical exercises helped me to discover the meaning and concepts about myself"

"Useful session. Lots to go away and think about – thanks"

"Great course, everyone should attend one of these"
As part of the Professional Programme, Lead and be Led delegates are offered the opportunity to work with a coach.

Coaching is an extremely effective form of personal development that helps individuals move forward with a particular situation or in their careers. There is also gathering evidence to suggest that coaching leads to positive outcomes which have (or will) result in financial benefits to the NHS or quantifiable benefits to patients.

Who should attend?
Delegates who have previously attended the Lead and be Led course.

Benefits of attending
Delegates will gain from the following:
- better performance
- improved sense of direction and focus
- increased knowledge of self and self-awareness
- enhanced ability to relate to and influence others
- stronger motivation
- improved performance effectiveness
- increased resourcefulness
- more confidence

The coachee experiences a focus and attention that enables them to develop a greater awareness and appreciation of their own circumstances. This helps them create new ways to resolve issues, produce better results and achieve goals more easily. Coaching is based on trust and openness and is confidential.

Course director
Don Strange, Courses and Conferences Centre Manager currently leads on this course.

“Unlocking a person’s potential to maximise their own performance and helping them to learn rather than teaching them.”

“Its about improving the individual with regard to performance and the development of skills.”
Leadership Development Centre is an intense multi-disciplinary two-day course for healthcare professionals. It supports delegates in achieving their goals, both in their current roles and as future leaders of change.

Who should attend?
Specialist Registrars in their final year of training and senior managers (nominated by South Central SHA)

Benefits of attending
Delegates will:
- achieve greater awareness of themselves and other people, and the way they interact with each other
- explore their strengths
- identify areas for further development
- test their ability across a range of leadership behaviours
- examine the contribution they make to teamwork

Course content and learning approach
The course includes:
- a number of exercises to test and stretch delegates by working with highly experienced actors in a safe environment
- an intensive ‘personal impact’ workshop to help understand the effect of personal style and presentation on a situation
- a 1:1 coaching session to help make sense of the experience and to explore what to do next
- an opportunity to record experience, thoughts and feelings in a personal journal
- a chance for delegates to develop their own action plan and personal development plan

“Interesting and thought-provoking course. Very relevant, will recommend”
“Excellent – should be mandatory for all doctors”
This lively one-day masterclass aims to give a wide range of participants the confidence to improve services. Everyone who takes on the world has to start somewhere.

Who should attend?
Specialist Registrars (ST3+), managers, senior nurses, allied health professionals, biomedical and healthcare scientists, pharmacists, midwives and GP Registrars.

Benefits of attending
Delegates will:
- gain a better understanding of service improvement and its relevance to leadership in the NHS
- learn to identify opportunities to improve patient care
- gain confidence in leading a service improvement project in their area of practice
- understand where to go for support and to develop further knowledge and expertise in service improvement
- make links and build understanding between other practitioners

Course content and learning approach:
The masterclass includes:
- a dynamic introduction to service improvement
- a useful and practical model for delegates to take back to their organisation
- fun, energetic role-play with Big Wheel Theatre Company
- the opportunity for delegates to think about how they might improve patient care – directly or indirectly – in their area of practice
- inspiration for delegates to get involved in larger-scale projects within their organisation

Course leader
Claire Johnston gained extensive leadership and management skills delivering service improvement projects as a senior manager. Claire’s NHS career spans 30 years working primarily as a nurse in hospital and primary care.

The Big Wheel Theatre Company works extensively for a wide cross-section of NHS agencies and associated bodies.
LEADERSHIP AND MANAGEMENT

Patient Safety First

Venue
Southern House, Otterbourne

Duration
1 day

Frequency
12 per year

Fee
Please visit our website

Course Director – Julia Harris

This one-day masterclass gives specialist training registrars the knowledge they need to prevent needless errors and the contribution of human factors to patient harm.

Who should attend?
This course is mandatory for all Wessex Deanery ST1/CT1 trainees. Other trainees in human factors are also welcome.

Benefits of attending
Delegates will:

- feel more confident and empowered to make changes to improve care
- learn from the experiences and examples of others
- understand risk and what to do when risks become issues
- know how to link into supporting networks such as the Patient Safety Federation and Patient Safety Champions

Course content and learning approach
The masterclass includes:

- case studies from the healthcare sector and other industries to prompt debate
- discussion, in a confidential environment, of incidents previously seen
- the impact of teamwork, communication, leadership and professionalism
- the role of human factors
- identifying patient safety issues and designing interventions

All trainees will be required to work on a patient safety project in their clinical post and present at the Wessex Trainees Patient Safety Conference in June/July.

Course organiser
Julia Harris qualified in Sheffield from a First MB entrance. She did house jobs in Sheffield and then moved to London for surgical training. Julia worked as a Registrar in Neurosurgery before moving to Emergency Medicine.

Julia spent five years as a Consultant at the Chelsea and Westminster Hospital before moving to University Hospital Southampton NHS Foundation Trust in 2003. She has been a Clinical Tutor for eight years and is currently Head of School for Emergency Medicine and Deanery Patient Safety Lead.

Please visit our website

Professional Programme

Venue
Southern House, Otterbourne

Duration
1 day

Frequency
12 per year

Fee
Please visit our website

Professional Programme

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Julia spent five years as a Consultant at the Chelsea and Westminster Hospital before moving to University Hospital Southampton NHS Foundation Trust in 2003. She has been a Clinical Tutor for eight years and is currently Head of School for Emergency Medicine and Deanery Patient Safety Lead.
Legal Aspects of Consent

A Glasgow ice cream parlour, an Australian underwear manufacturer, a young FBI agent, a meticulous journalist with a bad back. We visit the stories behind the legal cases which shape the modern civil law position on consent to treatment. It is a story of international law, and is designed to give insight into the logic and reasoning top judges have applied to this apparently simple transaction between a doctor and their patient. This masterclass may make delegates want to study law!

Who should attend?
Specialist Registrars (ST3+)

Benefits of attending
Delegates will gain knowledge and understanding of how the law has evolved in different international courts. Armed with these insights, they may be able to develop their own practice to address not just the letter of the law, but the concerns of the law makers; they may also be able to predict where the English and/or Scottish law will go next, and be better prepared to join in the ongoing debate.

Course content and learning approach:
- delegates are invited to bring one or two cases that have troubled them, and will attempt to understand how the law might approach such dilemmas
- reading the court transcripts of a major English case, and discussing how well the doctor concerned performed
- self-determination or family responsibility? How will the law handle consent to disclose genetic information?

Course presenter
Tom Woodcock has been a Consultant in Anaesthesia and Intensive Care Medicine at University Hospital Southampton NHS Foundation Trust since 1987. Whilst serving on the Research Ethics Committee he was inspired by a member to study medical law and graduated MPhil from the University of Glasgow in 2002. Tom was Founder Chairman of the trust’s Clinical Ethics Group, and lectures at home and abroad on medical law and ethics from a practising physician’s perspective. He has debated at the Royal College of Physicians, and was a keynote speaker for Australian’s Donate in December 2007.
LEADERSHIP AND MANAGEMENT

The NHS is a huge and complex organisation. Many decisions about how it is run are inter-dependent. This one-day masterclass offers a better understanding of how the NHS works, to enable a wide range of healthcare professionals to work more effectively and influence within the systems. It helps support trainees with the transition from specialist registrar to consultant.

Who should attend?
Specialist Registrars (ST3+), managers, senior nurses, allied health professionals, biomedical and healthcare scientists, pharmacists, midwives and GP Registrars.

Benefits of attending
Delegates will:
- understand the structure of the NHS
- learn about the processes involved in commissioning a secondary care service

Course content and learning approach
The masterclass includes small group work and gives delegates plenty of opportunity to discuss:
- NHS structure and finance
- understanding the ‘commissioning loop’
- how to work with commissioners and encourage commissioning of an aspect of their service

Course presenter
Judy Oliver is an experienced coach and facilitator; working right across the NHS from Royal Colleges and GMC to local trust boards and clinical commissioning groups. Judy’s own career has included holding senior posts in the private sector, local government and NHS.

Venue
Southern House, Otterbourne

Duration
1 day

Frequency
3 per year

Fee
Please visit our website

Course Presenter – Judy Oliver

“Very useful. Should have the course earlier in training. So much makes sense now!”
“My interest and attention was held for all parts of the day. Excellent course.”
“Good group work. Makes it more ‘real’ to think through the issues ourselves. A very useful day. Thank you very much.”
Learning to present is not just about tricks or new skills. This masterclass covers how we communicate, why we sometimes do it badly, and the best way to improve. It encourages participants to connect with their breath and bodies, and engage with others to say what they think and feel.

**Who should attend?**
Specialist Registrars (ST3+), managers, senior nurses, allied health professionals, biomedical and healthcare scientists, pharmacists, midwives and GP Registrars.

**Benefits of attending**
Delegates will:
- have the opportunity to be themselves while presenting
- learn alternatives to ‘death by PowerPoint’
- gain a better understanding of nervousness, and how to control it
- learn ‘stage craft’ skills to make their communication more memorable
- benefit from coaching in a safe, non-critical environment
- develop storytelling skills
- work on improving voice, breathing and posture
- improve the communication skills of their organisation

**Course content and learning approach**
The masterclass includes:
- the physical and emotional blocks that hold people back from expressing themselves fully and passionately
- group work (the quickest way for delegates to improve their communication skills: it is being watched by others that frightens people)
- a roadmap for becoming the perfect presenter: confident, intimate, articulate, funny, powerful and persuasive
- challenging habits in designing and giving PowerPoint presentations

**Course presenter**
Michael Charlesworth studied drama and English at London University before becoming an actor. His professional acting career took him all over Europe and the UK, including London’s West End. Michael also gained many TV and radio drama credits in the 80’s and 90’s.

Michael moved into management training in 1999, working for Najberg Milne, focusing on personal impact and improving communication skills. He started his own business ‘Speaking with Power and Authenticity’ in 2003.
Whether we like it or not, we are judged and assessed by others all the time. It is tempting to say that this doesn’t matter and that what counts is the knowledge, skills and ability we have to do our jobs as a doctor, clinician or manager. However, competence on its own is no longer enough. The impact we make on colleagues and patients makes a real difference to our working lives and our effectiveness.

Who should attend?
Specialist Registrars (ST3+), managers, senior nurses, allied health professionals, biomedical and healthcare scientists, pharmacists, midwives and GP Registrars.

Benefits of attending
Delegates will:
- identify their own core impact strengths
- understand how they can use and develop these strengths further to become more effective at work

Course content and learning approach
The masterclass includes:
- understanding the many ways in which people make an impact on others at work, why this is important and how it affects people’s personal effectiveness
- understanding and demonstrating the impact people have on each other, both intentionally and unintentionally
- demonstrating the importance of listening skills, body language and vocal modulation when communicating
- how to manage stressful moments calmly and effectively
- identifying and dealing with blocks and assumptions that prevent people from making a more positive impact on others
- putting into practice – and planning how to develop and sustain – more useful ways of thinking and behaving in the workplace

Course presenter
Carol Parkes has worked as a doctor in the NHS for over 20 years. She specialised in Public Health Medicine and has had consultant posts at Health Authority, PCT and Strategic Health Authority level. Latterly Carol has focused on leadership development, clinical engagement and organisational psychology and now works independently as a consultant, trainer and coach.
In an increasingly complex and demanding environment, managing conflict and engaging in conversations to help bring about positive change is critical to our ability to deliver a quality service. Whether it is a conversation with a colleague, clinician, manager or team around under-performance, inappropriate behaviour, conflicting priorities or any other issues that cause conflict, we can all learn to manage these situations well.

Who should attend?
Specialist Registrars (ST3+), managers, senior nurses, allied health professionals, biomedical and healthcare scientists, pharmacists, midwives and GP Registrars.

Benefits of attending
Delegates will:
- develop the skills and confidence they need to deal with conflicts that they often avoid or feel unable to manage
- learn to deal with conflicting situations more positively
- learn how to prevent conflicts from getting out of control

Course content and learning approach
The masterclass includes:
- highly interactive workshop activity, using delegates’ own examples of challenging situations
- identifying the common causes of conflict
- understanding own approaches to conflict and own triggers
- five common conflict management styles
- recognising assertive, aggressive and passive behaviours
- skills in assertive language and behaviour
- active listening skills and seeing things from other people’s perspectives
- reframing language to reduce conflict
- planning for a challenging conversation using the Harvard Negotiation Framework

Course presenter
Amanda Layton has over 17 years experience in quality improvement and redesign and was involved in the design of a number of NHS Improvement Leaders’ Guides. Amanda is a qualified coach, and is licensed to use MBTI (Steps 1 and 2), Firo-B and the NHS Leadership Qualities Framework 360° feedback tool. Amanda is also an NLP Advanced Practitioner, which supports her skills as a change agent and her work with leading and developing teams. Amanda started her career as a general nurse and specialised in Acute Mental Health.
LEADERSHIP AND MANAGEMENT

Contrary to popular belief, time management is not about changing things ‘out there’; it’s more about being aware of our own personal tendencies and willing to change some of them. This one-day masterclass for healthcare professionals teaches that time management is synonymous with self-management.

Who should attend?
Specialist Registrars (ST3+), managers, senior nurses, allied health professionals, biomedical and healthcare scientists, pharmacists, midwives and GP Registrars.

Benefits of attending
Delegates will:
- become more productive
- learn how to lead a more balanced, less stressful, life
- become a more effective team player
- feel better about themselves and others

Course content and learning approach
This highly interactive masterclass includes:
- a number of practical techniques for delegates to action
- what time means to us, and how we are currently managing it
- practical techniques for prioritisation
- the difference between urgent tasks and important tasks
- how and when to delegate
- planning ahead
- learning to say ‘no’

The course will focus on a clinical setting. It is a good idea for delegates to bring examples of their own time management challenges to work with during the day.

Course presenter
Amanda Layton has over 17 years experience in quality improvement and redesign and was involved in the design of a number of NHS Improvement Leaders’ Guides. Amanda is a qualified coach, and is licensed to use MBTI (Steps 1 and 2), Firo-B and the NHS Leadership Qualities Framework 360˚ feedback tool. Amanda is also an NLP Advanced Practitioner, which supports her skills as a change agent and her work with leading and developing teams. Amanda started her career as a general nurse and specialised in Acute Mental Health.

Book online at www.coursesandconferences.org.uk

Time Management

Venue
Southern House,
Otterbourne

Duration
1 day

Frequency
4 per year

Fee
Please visit our website

“Excellent course. Well structured and organised”
“Very relevant and comprehensive”
“Really useful course. Good mix of reflection/examples/discussion. Very well facilitated, thank you!”

Course Presenter – Amanda Layton
Influencing with Integrity in a Clinical Setting

This one-day masterclass supports senior clinicians or executives and trainees with the transition from Specialist Registrar to Consultant, by focusing on one of the most important non-clinical skills. It explores advanced communication models and techniques so consultants and health professionals don’t have to rely on their authority alone when getting ideas across.

Who should attend?
Specialist Registrars (ST3+), managers, senior nurses, allied health professionals, biomedical and healthcare scientists, pharmacists, midwives and GP Registrars.

Benefits of attending
Delegates will:
- gain essential skills: how to make their voices heard, and how to persuade others to follow their ideas
- gain a clear picture of the limitations to communication
- be able to use communication to build better relationships with colleagues and patients

Course content and learning approach
The masterclass introduces techniques applied to work-based scenarios, and includes:
- communication models
- advanced rapport skills
- clean language
- models of motivation

Course presenter
Dave Thornton has held senior positions in and around healthcare in a career spanning more than 24 years. Much of his early work concentrated on mental health services.

Roles have included Director in the NHS Leadership Centre and Director of Building Leadership Capacity within the Institute for Innovation and Improvement.

In 2008 Dave set up his business focused on coaching and developing senior teams in healthcare and other sectors. He is passionate about building the skills of the individual and enhancing the personal impact people have on others in complex working environments.

“Very good course – excellent presentations”
“Credible, entertaining speaker”
“Very good course – excellent presentations”
“Brilliant teacher. Very funny anecdotes!”
Feedback from newly qualified Consultants reveals that the non-clinical aspect of the job creates the greatest shock. In Wessex, trainees start preparing for the transition between Specialist Registrar and Consultant in year one; culminating in attending this one-day masterclass. In many parts of the country a brief management course is slotted in just before CCT date, leading to the question “Why did no-one tell me this before?”

Who should attend?
Senior Specialist Registrars.

Benefits of attending
Delegates will:
- feel more prepared for the role of consultant
- better understand the non-clinical aspects of the job

Course content and learning approach
This masterclass covers the practical elements of becoming a consultant. Topics include:
- the grey area between Specialist Registrar and Consultant
- expectations of a Chief Executive and a Medical Director
- interview skills
- being a new Consultant

Course leader
Don Strange, Courses and Conferences Centre manager, has led on this course since 2003.

Regular speakers for the course are:
- Dr Diana Hulbert
- Professor Peter Brennan
- Chief Executives
- Medical Directors

“Focuses the mind! Gained a real appreciation of what I need to do to prepare for interview.”

“Excellent course – will recommend this to colleagues.”

“Very useful for planning for interview.”

“Most relevant, valuable and informative course I have yet attended. All speakers very good.”
Mentoring is a powerful personal development tool which enables people to learn from their own experiences, improve performance and maximise their potential. By mentoring other people, mentors continue to develop their own skills and leadership attributes. Mentoring skills are highly desirable as they can also be used in everyday situations.

Who should attend?
Lead Educators, primary and secondary care doctors, dentists, health professionals, managers and leaders.

Benefits of attending
Delegates will:
- develop listening skills and the ability to clarify, probe and challenge in a supportive way
- be able to help mentees manage change effectively through identifying appropriate goals and testing commitment
- assist mentees to achieve goals by identifying potential strategies, decide which are most appropriate, and devise action plans
- develop skills which are transferable to everyday work e.g., working with patients, clinical supervision and tutor roles, appraisal and management

Course content and learning approach
This four day (non-residential) programme enables participants to practice their skills in a variety of situations and to equip them to assist in developing mentoring in their own trusts.

Topics include:
- defining mentoring and understanding its benefits
- introducing a framework for mentoring
- developing mentoring skills
- exploring practical and professional issues
- considering how to take mentoring forward locally

There is plenty of opportunity for regular, facilitated development of skills to build confidence and support participants as they become effective mentors. Participants are also encouraged to practice mentoring skills between sessions and to reflect on this experience.
This long-term multi-professional programme supports the development of leadership knowledge, skills and understanding in senior clinicians and managers in health and social care organisations. After the course, participants will be better prepared to tackle real issues of clinical service.

Who should attend?
Health and Social Care professionals who have significant leadership and managerial responsibilities in clinical and non-clinical roles.

Benefits of attending
Delegates will be able to:
- recognise their strengths and limitations
- demonstrate a commitment to working with key stakeholders
- recognise and demonstrate the importance of openness and honesty
- employ a variety of leadership approaches in a creative manner
- understand the culture and climate of their own organisation
- set appropriate goals as a means of raising their own
- show a willingness to allow others to take the lead
- use strategies that influence outcomes
Delegates will also have built a real peer support network within the health and social care economy.

Course content and learning approach
The programme is structured around four two-day modules and a one-day follow-up workshop over a six-month period.

Day 1:
- setting the scene – what is leadership?
- challenging the heroic approach to leadership
- establishing effective learning practices

Day 2:
- personal leadership – MBTI
- tackling practical leadership issues – first learning set
- leadership – a framework of thinking and approaches
- the 360° process
LEADERSHIP AND MANAGEMENT

Day 3:
- building effective working relationships
- managing performance
- the challenge of communication
- developing effective personal influence

Day 4:
- reflections on relationships and leadership
- managing ‘difficult relationships’ – four strategies
- contemporary leadership perspectives
- learning sets – project development

Day 5:
- leading through change
- a personal perspective
- organisational views of change management
- tools for managing change

Day 6:
- working across boundaries
- learning sets – working on live issues
- working as a team
- the team development audit

Day 7:
- understanding organisational cultures
- practical collaborative working – developing services
- governance and personal accountability
- leadership open forum – senior leaders’ views

Day 8:
- reflections on organisation culture, strategy and leadership
- learning sets – project development – review and planning
- what next? – putting leadership into practice!
- planning learning sets and follow up day
- summary and review

Follow-up day
- updating and sharing experience
- final formal learning sets
- outstanding issues
- developing networks and future opportunities
- whole programme evaluation

Course director
Jo Mountfield is a Consultant Obstetrician and Director of Medical Education at University Hospital Southampton NHS Foundation Trust. She led the development of a fully integrated department of education and training and is responsible for the education of all staff and students.

Jo was appointed as course director at the Courses and Conferences Centre several years ago to develop new leadership programmes. Jo has overseen the development of this programme into a cross-boundary inter-professional programme with consistently excellent feedback.

Course facilitators
John Gatrell’s major areas of interest are leadership and organisation development, team-working and healthcare management. John works as a consultant and coach with healthcare professionals and managers up to board level. He also runs leadership development programmes for a number of NHS organisations.

Chris Gale has been leading development programmes as a consultant for the past 20 years. Chris works both in the NHS and private sector environments. He currently runs corporate programmes for Warwick and Lancaster University business schools, and has tutored on the Leadership 2 programme for the past eight years or so.

“My working life has changed immensely since taking on the clinical role and this programme has been part of this change”
Every year more than 50 training events are organised for SAS doctors across Wessex. These events concentrate on professional (non-clinical) skills development, and recognise the importance for SAS doctors to develop a broad skill base. The majority of these courses are free to SAS doctors. SAS doctors may also apply for funding to gain access to the majority of generic courses within this prospectus.

Who should attend?
Specialty doctors, staff grades and Associate Specialists. Other professionals may apply to attend if there is availability.

Benefits of attending
SAS doctors have not always had the same opportunity as other senior medics to develop their careers. This is an opportunity for SAS doctors to select from a huge range of courses in order to expand their non-clinical skills to gain greater career satisfaction, achieve new roles and meet the requirements of the 2008 Contract and Revalidation.

Course content
Courses include communication skills, leadership, mentoring, audit skills, project management and many more.

Course director
Roger Palmer is Associate Dean for SAS doctors. He is a Consultant Psychiatrist, having previously had experience working in staff grade and Associate Specialist roles, and completing Article 14/CESR specialist registration. Roger is very well supported by a network of SAS tutors within the individual trusts which he assists to organise and co-ordinate events across the region.
Coaching is a powerful tool to help professionals deal with challenging situations – whether it is how to make the most of an opportunity, deal effectively with those difficult conversations, review one’s career goals, or simply to cope effectively with sudden changes in the workplace. This is achieved through an initial face-to-face meeting with professional coach Julia Carter, and follow-up sessions as mutually agreed. This wonderful opportunity is free to SAS doctors.

Who should attend?
All SAS doctors who have ever felt there was a situation that they could have handled more effectively.

Benefits of attending
Improved sense of self control, morale and the acquisition of powerful self-knowledge.

Course content
There is no agenda other than to support the SAS doctor to gain mastery in a challenging area. All topics of conversation remain completely confidential between the attendee and their coach.

Session Facilitator – Julia Carter
Julia Carter has a background as a health professional, who for the past 10 years has moved into the field of coaching and development. She has extensive experience coaching in the private sector. Since 2010 she has been coaching SAS doctors, and through carrying out this work and attending many meetings she has acquired a detailed understanding of some of the challenges facing the SAS doctors. She has a warm and empathic style, yet she is also hugely practical. Feedback from SAS doctors has been overwhelmingly positive.

"Julia has collated a 360° degree appraisal with work colleagues and has helped me plan difficult scenarios in advance.”

"Julia is empathetic and encouraging. I feel she quickly grasps what I am talking about and can move things forward when I have felt in an impasse.”

"Julia has been really supportive and filled a gap which has been lacking in my work environment.”
EDUCATOR AND TRAINER DEVELOPMENT

Supportive programmes to develop your capabilities and confidence
Let us help you develop your skills

Educational Supervisor Development Programme (ESDP)

The Educational Supervisor Development Programme (ESDP) is specifically designed to support Wessex Educational Supervisors in training junior doctors. The programme is for all specialties, with Consultants and Specialist Registrars in their final year of training being the usual participants. As we learn from experience it is designed to be interactive and practical. Regular feedback shows that it is also highly enjoyable.

The core of the programme is the two-day ESDP – Educational Supervision: The essentials course, which focuses on the skills required for effective educational supervision. By attending this course attendees gain the Wessex accreditation as an Educational Supervisor (valid for three years) and are awarded 12 CPD points.

Wessex Educational Supervisors should re-accredit after three years, by attending the one-day ESDP – Educational Supervision: The Refresher course.

Following attendance of the core element further support can be gained by attending additional training within the programme. The following courses look at specific aspects of ongoing supervision:

- Workplace Supervision for Doctors in Training: What's it all about?
- Teaching and Learning in the Clinical Setting
- Career Support Skills for Educational Supervisors

Courses are held in central locations for Wessex doctors, including Southern House, Otterbourne and trusts throughout the region.

Book online at www.coursesandconferences.org.uk
Educational Supervisors need to develop key attributes and abilities to enable them to train junior doctors. This course covers the key skills and if completed attendees will be accredited as Wessex Educational Supervisors, and will gain 12 CPD points.

Who should attend?
Consultants, Specialist Registrars (final year of training) and SAS doctors.

Benefits of attending
Delegates will:
- understand the roles of an Educational Supervisor
- recognise the changes in Postgraduate Medical Education
- develop the necessary skills for trainee appraisal
- appreciate the importance of feedback and learn how to use it effectively
- recognise and respond to common problems
- appreciate the importance of the Educational Supervisor in career development for trainees

Key topics include:
- developing styles as an Educational Supervisor
- trainee appraisal

Course content and learning approach
The course uses a mixture of presentations and interactive exercises.

Course Director – Mike Masding
Mike Masding is a Consultant Physician in Medicine and Diabetes and is the Foundation Programme Director at Poole General Hospital. He qualified from St Mary’s Hospital Medical School in 1992, and trained in General Medicine and Diabetes and Endocrinology in Wessex.

Mike is currently writing his dissertation (on clinical supervision) for the MA(Ed) degree at the University of Winchester. He is a visiting fellow to the School of Health and Social Care at Bournemouth University, where he has been involved in devising an innovative foundation programme professional skills scheme.

“I have been an educational supervisor for some years. This has been a useful update and refresher for me. I am feeling rejuvenated and think that my current practice will be improved. Hope to give useful feedback to department.”

“Very good. Thank you for all the effort and preparation.”
This one-day course is for Wessex Educational Supervisors who have previously completed training (as recognised for accreditation by the Wessex Deanery) who require an update of their skills. All Educational Supervisors who wish to continue to be accredited need to attend this course every three years. This course is approved by the Royal College of Physicians and attendees will be awarded 6 CPD points.

Who should attend?
Educational supervisors.

Benefits of attending
Delegates will gain re-accreditation as an Educational Supervisor for three years.

Course content and learning approach
This course uses a mixture of presentations, interactive exercises and personal reflection.

Course director
Antonia Calogeras is a Consultant Rheumatologist at University Hospital Southampton NHS Foundation Trust. Antonia is the Wessex Deanery Lead for Educational Supervision and Academic Programmes, the Clinical Tutor for careers at Southampton, and a case manager for the Wessex Professional Support Team. She has just embarked on a Postgraduate Certificate in Managing Medical Careers.

“[I] very much valued the interactive sessions with different specialties/facilitators”

“Thank you – a very valuable update. I feel empowered to do a better job for my trainees”

“I will recommend the course to my colleagues”
Educational Supervisor Development Programme (ESDP)

An Introduction to Workplace Supervision

**Venue**
Various within Wessex (trust based events)

**Duration**
Half day

**Frequency**
1-2 per year per Wessex trust

**Fee**
Please visit our website

The changing nature of clinical practice and medical training means that clinical supervision of doctors in training within the workplace is essential to maintain patient safety and appropriate standards of care.

**Who should attend?**
Year 2 Foundation doctors.

**Benefits of attending**
The course demonstrates:

- how improved supervision leads to an improved educational experience for doctors in training
- how supervision of doctors by other healthcare professionals can be facilitated and made more transparent

**Course content and learning approach**
The course is fun, interactive, and practical. All facilitators have extensive experience in teaching and training Educational Supervisors.

**Course director**
Brian Flavin has been an Emergency Medicine Consultant at University Hospital Southampton NHS Foundation Trust since 2003. Brian is the Foundation Programme Director and has recently been appointed as Wessex Deanery Lead for Workbased Supervision. He has previously acted as college tutor in Emergency Medicine.
Workplace Supervision for Doctors in Training

What’s it all about?

Venue
Southern House, Otterbourne

Duration
1 day

Frequency
8 per year

Fee
Please visit our website

The changing nature of clinical practice and medical training means that the supervision of doctors in training within the workplace is essential to maintain patient safety and appropriate standards of care.

This one-day course is available in trusts for clinical supervisors. The course is also available in central locations for Educational Supervisors wishing to sit on RITA/ARCP panels. This includes details of RITA and ARCP processes.

Who should attend?

Consultants, Specialist Registrars (ST3+), SAS doctors, senior nurses (band 6+ who supervise doctors) and allied health professionals.

Benefits of attending

Delegates will:

- understand how high-quality supervision should be part of a healthcare organisation’s clinical governance and risk management structures
- learn how the supervision of doctors by other healthcare professionals can be facilitated and made more transparent

Course content and learning approach

- interactive, with opportunity for lots of discussion and to get involved!!
- complementary to other Educational Supervisor Development Programme courses

Course Facilitator

Brian Flavin has been an Emergency Medicine Consultant at University Hospital Southampton NHS Foundation Trust since 2003. Brian is the Foundation Programme Director and has recently been appointed as Wessex Deanery Lead for Workbased Supervision. He has previously acted as college tutor in Emergency Medicine.
Educational Supervisor Development Programme (ESDP)

Teaching and Learning in the Clinical Setting

**Venue**
Southern House, Otterbourne

**Frequency**
1–2 per year

**Duration**
1 day

**Fee**
Please visit our website

The clinical setting offers a huge range of learning opportunities but it takes a skilled educational supervisor to really make the most of them. Teaching and learning in a clinical setting can be very different from teaching and learning in a classroom.

**Who should attend?**
Consultants, GPs, Specialist Registrars in their final year of training and SAS doctors.

**Benefits of attending**
Delegates will:
- understand the nature and range of clinical practice
- appreciate the trainer’s role in learning
- identify learning opportunities in clinical and non-clinical work
- practice using learning opportunities
- enhance the trainee’s recognition of teaching and learning
- become familiar with teaching methods for procedures, interpretation and judgement
- understand and develop the concept of a ‘learning organisation’ in their unit

**Course content and learning approach**
The courses are interactive, practical and enjoyable. The facilitators have extensive experience in teaching and training educational supervisors.

**Course director**
Mike Masding is a Consultant Physician in General Medicine and Diabetes and is the Foundation Programme Director at Poole General Hospital. He qualified from St Mary’s Hospital Medical School in 1992, and trained in General Medicine and Diabetes and Endocrinology in Wessex.

Mike is currently writing his dissertation (on clinical supervision) for the MA(Ed) degree at the University of Winchester. He is a visiting fellow to the School of Health and Social Care at Bournemouth University, where he has been involved in devising an innovative foundation programme professional skills scheme.

“Very useful – gave time and opportunity to reflect on my personal teaching practices.”

“Very appropriate and interactive.”

“Good day, learnt a lot. Enjoyable and friendly.”
This half-day workshop is open to Wessex Educational Supervisors and is held in a central Wessex location.

**Who should attend?**
Consultants, Specialist Registrars in their final year of training and SAS doctors.

**Benefits of attending**
To help Educational Supervisors:
- realise the difference between career support roles and educational roles
- to adopt a different approach in different roles
- practise coaching skills
- recognise the challenges that current trainees may face in adapting to NHS developments
- support trainees with career issues beyond specialty choice

**Course content and learning approach:**
The workshop is highly interactive and includes:
- discussion of typical career query scenarios
- practise of core coaching skills
- plenty of tips on questions to ask trainees to help them take responsibility for working out their own career decisions

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**Course director**
Antonia Calogeras is a Consultant Rheumatologist at University Hospital Southampton NHS Foundation Trust. Antonia is the Wessex Deanery Lead for Educational Supervision and Academic Programmes, the Clinical Tutor for careers at Southampton, and a case manager for the Wessex Professional Support Team. She has just embarked on a Postgraduate Certificate in Managing Medical Careers.

"Excellent course. I will strongly recommend it to my colleagues.”

"I thought this course would give me factual advice. However, I found it gave me a whole new perspective on how to think about career advice. It met my objectives in a way I hadn’t thought about.”

"Although I usually do not find role play very useful I found it useful on this occasion to be able to explore how we felt about the questions being asked.”
This is a needs-led programme of individual workshops which is agreed with the group of Wessex Deanery Lead Educators on an annual basis. The content of the programme changes from year to year, depending on the changing agenda within Postgraduate Medical Education. CPD accreditation is being sought for all programme modules.

Who should attend?
Specialty Leads (including Heads of School, Training Programme Directors, college tutors and GP tutors), Trust Education Leads (including Directors of Medical Education and Foundation Programme) and senior Deanery staff.

Benefits of attending
Delegates will gain from the following:
- understanding their role and responsibilities
- keeping up to date on deanery and national developments in education
- developing knowledge and skills in key areas of medical education which are relevant to both educators and trainees
- gaining a Wessex Deanery certificate for attendance at a minimum of 4 workshops/meetings in a twelve month period

Course content
In 2012/13 the following topics will be covered:
- the impact of cultural factors on learning and performance
- reflective writing in clinical practice and appraisal
- advanced chairmanship skills
- how to make the most of simulation
- revalidation for doctors in training - implications for the ARCP Process
- regular updates for individual groups of lead educators including heads of school, programme directors, directors of medical education and foundation programme directors

Course director
Rosie Lusznat is Associate Dean for educational development within Wessex and a retired Consultant in Old-Age Psychiatry. She also leads the Wessex Deanery Professional Support Unit and is a member of the GMC Response to Concerns Team. Rosie has completed a masters degree in education and has led the educator and trainee development agenda in the Wessex Deanery for over 10 years.
Teaching and supervising colleagues is an important part of a trainee’s career. This course has been developed, by ‘trainees for trainees’, with the aim of increasing confidence and expertise as a teacher. It will help to encourage enthusiasm and confidence to provide this educational role in the most effective and efficient way.

**Who should attend?**
FY2, CT1/2, Specialist Registrars (ST1-ST6) with a minimum of two years before CCT, GP Registrars (ST1/2).

**Benefits of attending**
Delegates will:
- understand the principles of learning and teaching
- learn how to identify educational opportunities in day-to-day practice
- practice teaching skills in a supportive group and receive feedback
- explore teaching dilemmas

**Course content and learning approach**
This course will enable delegates to:
- identify good and not-so-good learning or teaching practice
- apply basic principles to clinical teaching sessions in a variety of settings
- give and receive feedback within a group
- maximise learning and teaching on the job

**Course directors**
Lucy Sykes is a Wessex Geriatric Medicine trainee. Alongside her clinical duties Lucy participates in educational activities at both a trust and a Deanery/regional level, in her role as a Wessex Medical Education Fellow and through completion of an MA in Medical Education from the University of Winchester (2011).

Lucy has been a facilitator for the Tomorrow’s Teachers course since spring 2011 and was appointed joint deputy course director in February 2012. Lucy has also been involved with the development of the new Tomorrow’s Teachers II training course.

Mark Szymankiewicz is a Wessex General Surgery trainee and has been a member of the Tomorrow’s Teachers faculty since 2008. He is one of the Wessex Deanery Medical Education Fellows and sits on the Deanery Quality Assurance Steering Group and annual awards panel. Mark is an examiner for Southampton University Medical School and also the Deanery MRCS revision course. He is also currently involved with the Royal College of Surgeons eSurgery project.
Teaching and supervising colleagues is an important and integral part of medical work. The role of the teacher is shifting from a didactic giver of information to a facilitator of learning. Facilitation skills are frequently not explicitly taught, and yet are an increasingly important means of aiding learning. Additionally as trainees move into a Consultant or General Practitioner role they will be frequently called upon to facilitate and lead meetings. This course will increase understanding of the process of facilitation.

Who should attend?
Specialist Registrars (ST3+).

Benefits of attending
Delegates will:
- understand what facilitation is (and what it isn’t!)
- gain key concepts for a ‘consciously competent’ facilitator
- explore and practice newly acquired facilitation skills and to receive feedback
- practice facilitation of educational groups: controversial topics and discussion

Course content and learning approach
The course covers:
- the key principles of facilitation and the roles of the facilitator
- how to be a facilitator
- practicing facilitation within a small group
- how to apply liberating learning and challenges in facilitation in the workplace

Course directors
Lucy Sykes is a Wessex Geriatric Medicine trainee. Alongside her clinical duties Lucy participates in educational activities at both a trust and a Deanery/regional level, in her role as a Wessex Medical Education Fellow and through completion of an MA in Medical Education from the University of Winchester (2011).

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This course provides prospective trainers with the opportunity to consider in depth the roles and responsibilities of a GP Trainer and is an essential part of becoming a trainer.

Who should attend?
Doctors wishing to become GP Trainers.

Benefits of attending
Delegates will:
- appreciate the contribution to GP training of contemporary learning theory
- understand, and feel confident in establishing another person’s educational needs and learning agenda
- appreciate the value of and practice, the various educational methods and approaches available to the GP Trainer

Course content and learning approach
In order for Wessex to be of a comparable standard with the majority of UK Deaneries, the course is integrated into a Certificate of Medical Education at the University of Winchester, consisting of three modules of two days each. All three modules must be attended.

This course is compulsory for those who wish to become a GP Trainer. Further compulsory training is gained by attending the GP New Trainer course.

Course director
Johnny Lyon-Maris works as the Associate Dean for Postgraduate Education in University Hospital Southampton NHS Foundation Trust and is a GP and GP Trainer in Lyndhurst. Johnny chairs the tutor group for ‘training the trainers’ courses. His educational interests include developing educators and the use of actors to simulate doctors. He has a masters in Medical Education.

“The course was very useful – especially the registrars attending the day”
This course is designed to help delegates understand the workings of the e-portfolio, to assess the professional competences of a trainee and to write an Educational Supervisor’s Report (ESR).

Who should attend?
GP Trainers who have just completed the GP Prospective Trainer Course or the Modular Course for Prospective GP Trainers.

Benefits of attending
Delegates will:
- understand the background to the WPBA component of the MRCGP examination
- learn how to assess a trainee’s professional development using the trainee e-portfolio

Course content and learning approach
This course consists of one three-hour practical session (either morning or afternoon). Delegates will benefit more from the training if they bring their own laptop to work with at the session.

The course covers:
- the workings of the e-portfolio to assess the professional competences of a trainee
- writing an Educational Supervisor’s Report (ESR)

Course presenter
After 25 years in clinical practice as a GP Principal and 18 years as a GP Trainer, Jonathan Foulkes started working for the Wessex School of General Practice as an Associate GP Dean in 2007 with responsibility for the implementation of the RCGP trainee e-portfolio and WPBA (part of the MRCGP examination) in the Wessex Deanery area. He now also has national responsibilities working with the UK Deanery Assessment Leads Group and RCGP Quality Management as an external advisor.
This GP Trainer course is aimed at trainers with their first learner. Its purpose is to iron out practical sides of being a new trainer. Although facilitated by a Senior Medical Educator, the agenda is entirely learner-led, including the University of Winchester compulsory academic component. Its feedback is universally excellent.

Who should attend?
New GP Trainers as they get their first GP learner (Specialist Registrar or FY2).

Benefits of attending
Delegates will:
- gain confidence in dealing with difficult patients and trainees
- share their experiences and learn from others

Course content and learning approach:
This modular course consists of four half days and uses practical and reflective learning. Delegates will need to bring examples and experiences. This course is integrated into a Certificate of Medical Education at the University of Winchester.

Delegates must attend all four sessions.

Course director
Johnny Lyon-Maris works as the Associate Dean for Postgraduate Education in University Hospital Southampton NHS Foundation Trust and is a GP and GP Trainer in Lyndhurst. Johnny chairs the tutor group for ‘training the trainers’ courses. His educational interests include developing educators and the use of actors to simulate doctors. He has a masters in Medical Education.
All GP Trainers have to be reapproved every three years. This course enables GP Trainers to discuss education issues with colleagues in a protected environment, learn from each other and refresh their skills.

Who should attend?
Compulsory for all GP Trainers who require re-approval and nMRCGP.

Benefits of attending
Delegates will:
- gain re-approval for three years
- review their educational needs as a trainer
- work in small groups of experienced trainers to meet their own and others’ educational objectives
- tackle current issues in general practice education, including nMRCGP, video analysis critical incident analysis and portfolio learning
- practise new educational techniques on actors simulating GP Registrars and work through problem scenarios

Course content and learning approach
The course consists of three consecutive days. All three days must be completed. Previous experience has shown that delegates benefit more from the course if they are fully residential; however this is not a mandatory requirement.

Delegates will be required to provide their last Educational Supervisor’s Report of them teaching a learner on a DVD or memory stick. This will be used throughout the duration of the course.

Course director
Johnny Lyon-Maris works as the Associate Dean for Postgraduate Education in University Hospital Southampton NHS Foundation Trust and is a GP and GP Trainer in Lyndhurst. Johnny chairs the tutor group for ‘training the trainers’ courses. His educational interests include developing educators and the use of actors to simulate doctors. He has a masters in Medical Education.
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- work in small groups of experienced trainers to meet their own and others’ educational objectives
- tackle current issues in general practice education, including nMRCGP, video analysis critical incident analysis and portfolio learning
- practice new educational techniques on actors simulating GP registrars and work through problem scenarios

Course content and learning approach
The course consists of three one-day modules, which are generally held approximately six weeks apart. All three days must be completed.

Delegates will be required to provide their last Educational Supervisor’s Report of them teaching a learner on a DVD or memory stick. This will be used throughout the duration of the course.

Course director
Johnny Lyon-Maris works as the Associate Dean for Postgraduate Education in University Hospital Southampton NHS Foundation Trust and is a GP and GP Trainer in Lyndhurst. Johnny chairs the tutor group for ‘training the trainers’ courses. His educational interests include developing educators and the use of actors to simulate doctors. He has a masters in Medical Education.

"Relaxed group, non-threatening, good day"
"Useful to see other teaching styles"
This is a stimulating and interactive course to provide support for GPs who are involved with Out-of-Hours (OoH) and retainer services.

Who should attend?
GPs wishing to become OoH Clinical Supervisors or Retained doctor Clinical Supervisors.

Benefits of attending
Delegates will:
- develop educational skills to increase clinical skills of GPRs and Retainer
- understand educational principles sufficient to become professional educational supervisors
- effectively communicate with GP Registrars and Retained doctors, gaining them a clear understanding of:
  - the structure of Out-of-Hours service and retainer programmes
  - delivering clinical care in Out-of-Hours settings and Retainer Programme and how it relates to traditional general practice

Course content and learning approach
The course is run on an ad-hoc basis when sufficient delegates have registered an interest. It consists of two half days (either a morning session or afternoon session) held approximately six weeks apart. Delegates learn about supervising GP Registrars in Out-of-Hours and retainer settings, as well as having the opportunity to reflect on professional and clinical skills used by Out-of-Hours practitioners and Retainer GPs.

Course director
Johnny Lyon-Maris works as the Associate Dean for Postgraduate Education in University Hospital Southampton NHS Foundation Trust and is a GP and GP Trainer in Lyndhurst. Johnny chairs the tutor group for ‘training the trainers’ courses.

“Very helpful course – good to understand through discussion that a supervisor role is one of observation and feedback. Holds a different dimension to training. Not to judge, pass or fail.”

“Impressed by role of teacher/mentor that supervisor can fill – inspired!”

Course Director – Johnny Lyon-Maris

Venue
Southern House, Otterbourne
Duration
2 half days

Frequency
2 per year
Fee
Please visit our website

Out of Hours and Retainer Clinical Supervision

Venue
Southern House, Otterbourne

Duration
2 half days

Frequency
2 per year
Fee
Please visit our website

Course Director – Johnny Lyon-Maris

“Very helpful course – good to understand through discussion that a supervisor role is one of observation and feedback. Holds a different dimension to training. Not to judge, pass or fail.”

“Impressed by role of teacher/mentor that supervisor can fill – inspired!”

Venue
Southern House, Otterbourne
Duration
2 half days

Fee
Please visit our website

Book online at www.coursesandconferences.org.uk
This course is designed to ensure that senior educators who run small groups on a regular basis are confident with their skills.

Who should attend?
Anyone wanting to run small education groups: trainer group convenors, action learning set facilitators, GP tutors, Programme Directors or educational fellows.

Benefits of attending
Delegates will:
- gain confidence in running a small group
- have a better understanding of difficulties experienced by other group members
- learn ‘tips from the group’ on running a small group
- explore solutions to common problems

Course content and learning approach
The course consists of two half-day modules. The programme includes a mixture of reflective learning, sharing experiences and group work.

Course director
Johnny Lyon-Maris works as the Associate Dean for Postgraduate Education in University Hospital Southampton NHS Foundation Trust and is a GP and GP Trainer in Lyndhurst. Johnny chairs the tutor group for ‘training the trainers’ courses. His educational interests include developing educators and the use of actors to simulate doctors. He has a masters in Medical Education.

“Felt involved and valued as part of small group and helpful to consider some theory”

“Excellent group participation with diversity of experiences creating valuable learning environment”
Supervisors of Foundation trainers have a unique role in the education and development of doctors at a critical place in their career. This course is essential for doctors considering becoming Clinical Supervisors, as well as those who have already committed to the role.

Who should attend?
Doctors who wish to become Wessex Foundation Clinical Supervisors.

Benefits of attending
Delegates will:
- gain essential skills and knowledge
- ensure that Foundation trainees have an excellent learning experience in their practice

Course content and learning approach
The course is run over two half days with some self-directed learning between the sessions. The course is a mix of interactive presentations, group work and exercises.

It will cover:
- the transition from FY1 doctor to FY2 in Wessex (requirements and role for non-trainer supervisors)
- clinical supervision and educational supervision
- teaching methods and learning styles
- problem learners
- assessments and feedback techniques

Course presenter
Reg Odbert has been a GP Trainer since 1985 and GP Associate Dean for Foundation since 2006. Reg also chairs the Wessex Faculty Board of the RCGP. He has an MSc in Medical Education and Fellowship in Immediate Medical Care of the RCS. His main educational interest is considering what motivates new doctors to learn.

“Relevant – well presented – very open to questions”
“Dealt with my queries and issues well – feel confident to do supervision”
“Excellent and useful; very informative”
Foundation Supervisor Refresher Course

This short course refreshes the skills and confidence of supervisors in non-training practices to ensure that foundation trainees have the very best learning and development experience.

Who should attend?
Wessex Clinical Foundation Supervisors who have previously attended the Foundation Supervisor Course.

Benefits of attending
Delegates will:
- refresh their skills in assessing Foundation trainees
- update their knowledge of the foundation programme
- share their experiences and learn from the experiences of others

Course content and learning approach
This course uses a mix of interactive presentations, group work, and reflective learning.

The course covers:
- the role of Foundation Supervisors
- problem learners
- assessment and feedback techniques

Course presenter
Reg Odbert has been a GP Trainer since 1985 and GP Associate Dean for Foundation since 2006. Reg also chairs the Wessex Faculty Board of the RCGP. He has an MSc in Medical Education and Fellowship in Immediate Medical Care of the RCS. His main educational interest is considering what motivates new doctors to learn.

“Very helpful course – good to understand through discussion that a supervisor role is one of observation and feedback. Holds a different dimension to training. Not to judge, pass or fail.”

“Impressed by role of teacher/mentor that supervisor can fill – inspired!”
MEDICAL SPECIALTY

Focused study days and teaching programmes to develop your clinical skills
Providing you with the knowledge for your specialty

with a Wessex Medical Specialty course

The Courses and Conferences Centre on behalf of the Wessex Deanery runs in excess of 100 different specialty courses per year in a variety of locations around the Wessex region.

The core specialty programmes include study days, multiple-day courses as well as regular teaching programmes.

The programmes are for doctors from F1 through to Consultants, providing them with theoretical knowledge and clinical management skills.

Book online at www.coursesandconferences.org.uk
This course provides a practical introduction to Obstetric Anaesthesia for trainees who have just started or are about to start undertaking anaesthetic duties on the labour ward.

**Who should attend?**
Anaesthetic Specialist Registrars (CT1/2).

**Benefits of attending**
Delegates will:
- gain confidence about approaching their attachment in Obstetric Anaesthesia
- consolidate their knowledge (for those who have started their Obstetric module)
- practice skills in approach to emergency scenarios through the use of simulators including GA section and major haemorrhage

**Course content and learning approach**
This one-day course is run by members of Wessex Obstetric Anaesthetists (WOA). Learning is through a mix of lectures supported by simulator sessions.

Teaching is by Consultants from the Wessex region who have an active interest in Obstetric Anaesthesia.

**Course directors**
Sarah Hughes is a Consultant Anaesthetist at University Hospital Southampton NHS Foundation Trust with an interest in Anaesthesia for Obstetrics and Gynaecology. Sarah was previously chair of the Wessex Obstetric Anaesthetists.

Hilary Swales is a Consultant Anaesthetist at University Hospital Southampton NHS Foundation Trust with an interest in Obstetric Anaesthesia. Hilary was previously lead for Obstetric Anaesthesia at Southampton and is currently a committee member of the national Obstetric Anaesthetists Association and chair of their guidelines group.

“Very good course, will recommend”

“Excellent speakers, good presentations, feel more confident with approaching obstetrics”

“An excellent day – thank you”

“Very good course – feel more confident about labour ward block now – the SIM sessions were the best part”
This programme covers all aspects of the college curriculum in Diabetes and Endocrinology. The sessions are compulsory for ST1/2 Specialist Registrars, but those further into their training are still able to attend the sessions if they wish to do so.

Who should attend?
Compulsory for ST1/2 Specialist Registrars in Endocrinology and Diabetes. ST3/4 Specialist Registrars may also attend sessions.

Benefits of attending
Ongoing teaching gives delegates the opportunity to share their experiences and develop a good support network.

Course content and learning approach
This is a two-year rolling programme which consists of one full day of teaching per month. Each day involves a morning and an afternoon session, each on a separate subject. The learning approach includes case presentations, literature reviews and group discussions. Sessions are led by Consultants with a range of guest speakers. There are no relevant examination dates to this course as all attendees are post-MRCP.

Course director
James Lawrence has been a Consultant in Diabetes and Endocrinology at Salisbury District Hospital for the past seven years. His particular interests are antenatal care in diabetes and in-patient diabetes care. James is a member of the Diabetes and Endocrine STC for Wessex and coordinates the F2 and PACES teaching programme for Salisbury District Hospital.

Course coordinator
Eveleigh Nicholson is a Specialist Registrar for Diabetes and Endocrinology in Wessex Deanery. After growing up in Portsmouth she trained at St George’s Hospital Medical School in London, then did Foundation training in KSS Deanery before switching to Wessex for CMT and beyond. She took over her role of organising SpR training for the Diabetes and Endocrinology trainees at the beginning of 2012.
These practical study sessions give participants a valuable learning experience that will have immediate impact on practice.

Who should attend?
Ophthalmology and Diabetology Specialist Registrars.

Benefits of attending
Delegates will:
- learn about the national screening programme
- learn how to grade retinopathy according to the national grading criteria
- provide feedback to the screening programme

Course content and learning approach
This half-day course provides small group teaching on diabetic retinopathy and retinal screening. The limited number of participants allows for each person to have a grading station for viewing of images and taking a grading test. For Diabetology trainees this can be two per station with teaching on images rather than a test.

Course director
Christina Rennie is a Consultant Ophthalmologist at Southampton Eye Unit, with a special interest in medical retina and is the clinical lead for the Southampton Diabetic Eye Screening Programme. She provides training for medical and allied professions in diabetic eye disease, both in clinic and in formal lectures. She runs MDT meetings for retinal screeners and doctors involved in treating patients with diabetic eye disease.

To book a place please contact Christina at the Southampton Diabetic Screening Service. Christina.rennie@uhs.nhs.uk

Venue
Southampton Diabetic Retinal Screening Service, Royal South Hants Hospital, Southampton

Duration
Half day

Frequency
2 per year
This eight-month course provides the practical and theoretical teaching necessary for Radiology trainees enrolled for the Part 1 examination for the Fellowship of the Royal College of Radiologists.

Who should attend?
Radiology trainees.

Benefits of attending
Delegates will gain the practical and theoretical teaching necessary for sitting the Part 1 examination for the Fellowship of the Royal College of Radiologists.

Course content and learning approach
Lectures and practical sessions will cover:
- radiological anatomy
- radiation physics
- radiography
- radiographic equipment
- radiological techniques
- radiation protection
- audit in radiology

NB: At present, the Royal College of Radiologists prefers candidates without FRCR Part 1 when recruiting to a Radiology Training Scheme. A discussion with the course organiser is mandatory before enrolment.

Course director
Adam Ditchfield graduated as a doctor in 1990 and trained on the Wessex Radiology Training Scheme before specialising in Interventional Neuroradiology at University Hospital Southampton NHS Foundation Trust.

“Excellent, very useful.”
“Very comprehensive.”
“Excellent anatomy/embryology.”
This long-term programme provides high quality teaching sessions on a weekly basis for intermediate trainees in all aspects of Radiology.

Who should attend?
Radiology trainees.

Benefits of attending
Delegates will gain additional training and confidence for the FRCR 2a exams to supplement experience provided on the Wessex Radiology Training Scheme.

Course content and learning approach
This is a three-term rolling programme with weekly lectures. The programme covers Anatomy/Pathology, and film viewing to relate to the six modules of the FRCR 2a exams.

Course director
Howard Portess is a Consultant in Paediatric Radiology. He has worked at University Hospital Southampton NHS Foundation Trust since 2007.
This course ensures that Specialist Registrars undertake core teaching during their four years training, in accordance with the curriculum for a National Postgraduate Study Course as proposed by the Association of British Neurologists.

Who should attend?
Neurology Specialist Registrars.

Benefits of attending
Delegates will:
- learn from experts within the field from the whole Neurology curriculum
- build a network of colleagues from across Wessex and neighbouring Oxford Deanery
- share experiences and learn from case-based discussions

Course content and learning approach
The whole curriculum is covered over a four-year period of Specialist Registrar training. The venue alternates between Southampton and Oxford to enable Registrars from each Deanery to benefit from teaching and peer contact outside their own training centre. Each training day comprises a core national curriculum topic. This is supplemented by case presentations and visiting speakers covering a wide range of neurological topics.

Course directors
Georgina Burke is a Neurology Consultant at the Wessex Neurological Centre, Southampton, and Queen Alexandra Hospital, Portsmouth. She specialises in Myasthenia and Muscle Disorders.

Jacqueline Palace is a Neurology Consultant at the John Radcliffe Hospital, Oxford. She specialises in MS, and runs nationally commissioned services in Neuromyelitis Optica and Congential Myasthenia. Jacqueline is a coordinator for the UK MS disease, modifying risk sharing scheme and is involved in clinical research.

“Overall very well organised and informative.”
“Good selection of topics.”
**Ophthalmology Study Days**

**Venue**  
Salisbury District Hospital

**Duration**  
1 day

**Frequency**  
2 per year

**Fee**  
Please visit our website

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The regional Ophthalmology study days are a series of topic-based lectures that repeat every four years. Each day is organised by a Consultant and covers key features and recent development in a particular subject.

**Who should attend?**  
Ophthalmology Specialist Registrars.

**Benefits of attending**  
The regional study days not only provide excellent education for trainees but are approved for CPD and act as a ‘showcase’ for the various regional departments improving communication and cooperation between hospitals.

**Course content and learning approach**  
The course covers:
- glaucoma
- medical ophthalmology
- external eye
- paediatrics and strabismus
- orbit and lacrimal
- neuro-ophthalmology
- surgical retina and audit

There is usually one guest speaker of international repute. The days are enjoyable and excellent for both trainees and trainers alike.

**Course organiser**  
Roger Humphry has been a Clinical Tutor in Salisbury for over 10 years. Roger has also been a RCOphth examiner for over 12 years. He has been CPD coordinator for Wessex and was involved with establishing the RCOphth diary for CPD. Roger has been secretary for the Royal Society of Medicine (Ophthalmology Sections, the Southern Ophthalmology Society) as well as a council member and trainer for the United Kingdom and Ireland Society for Refractive and Cataract Surgery (UKISRCs). Roger is committed to the concept of regional study days, over and above local departmental teaching, to draw on the expertise of the entire region and improve communications.
This course contains material that is suitable for preparation for both the FRCPath Histopathology Part 1 and Part 2 examinations, although not all of the sessions will be specifically aimed at examination preparation. The course runs continuously as 10-week blocks on Wednesdays during ‘academic’ term time over a two-year cycle. Trainees may therefore ‘join’ the course at any stage.

Who should attend?
Cellular Pathology Specialist Registrars, although certain sessions may be useful for other professional groups and are asterisked in the timetable.

Benefits of attending
Delegates will:
- gain a broad knowledge base within cellular pathology (including the FRCPath examination) appropriate for the RCPath Histopathology curriculum
- develop self-learning techniques
- gain an understanding of academic Histopathology

Course content and learning approach
There will be an opportunity to attend the grand round before the course. Most of the teachers are from within Southampton University Hospitals NHS Trust, although there are also some invited lecturers from other institutions. The format of each day is given below. A full timetable is available on request.

- 09:00 Slide viewing
- 10:00 Session 1
- 11:15 Session 2
- 13:30 Black box meeting
- 14:00 Slide viewing
- 14:30 Session 3
- 16:00 Session 4

Course organiser
Adrian Bateman is a Consultant Histopathologist at University Hospital Southampton NHS Foundation Trust and an honorary senior lecturer in Pathology at the University of Southampton. He has recently held positions within the Royal College of Pathologists’ training structure – e.g. Chair of the RCPath Histopathology College Advisory Training Team (CATT) and Chair of the RCPPath Histopathology Year 1 Assessment Committee. Adrian was also recently Chair of the National Histopathology Training Schools Operational Board. He is currently involved with reviewing and updating the RCPath Histopathology curriculum. Locally he has been the chair of the Wessex Histopathology Specialist Training Committee and the Lead Clinician for the Southampton Histopathology Training School. His areas of special clinical interest are Gastrointestinal (including liver and pancreatic) Pathology, breast Pathology and Autopsy Pathology.
This five-day course delivers Pathology, Physiology and Anatomy training in an intensive and interactive style by enthusiastic tutors. The course is now in its fifth year and has built on previous trainee evaluation. The course is focused around small group teaching and numbers are limited to 20, so early booking is essential.

Who should attend?
FY2, CT1 trainees or any CT2 without the MRCS final part using this as a teaching course (the bi-annual revision course is very much focused on testing knowledge for those about to sit the final MRCS).

Benefits of attending
Delegates will gain a firm foundation in key topics in Physiology, Anatomy and Pathology and their relevance to clinical practice and the MRCS examination.

Course content
Concentrated interactive teaching sessions include:
- two full days of Anatomy and Physiology and one full day of Pathology
- Anatomy modules that use high-quality prosections at Southampton General Hospital
- other modules based around small groups of never more than five people

In summary a double espresso experience!

Course director
Peter Brennan is a Consultant Oral and Maxillofacial Surgeon at the Queen Alexandra Hospital in Portsmouth with a sub-speciality interest in head and neck cancer and microvascular reconstruction.

Peter is committed to teaching and education, and is an MB and MRCS examiner (England) and the current editor of the British Journal of Oral and Maxillofacial Surgery. He is co-editor of a newly published textbook on Operative Maxillofacial Surgery. In addition to having a busy NHS practice, Peter holds a personal chair in Surgery and has a prolific research output with nearly 200 papers to date. He supports trainees both in his own and other surgical specialties and has supervised MSc, MD and PhD thesis.

“Excellent course – gave me an insight into the level/depth of knowledge needed to not only pass exam but also to help me in my daily practice”

“Excellent course – anatomy and physiology sessions were particularly good”
This two-day course is aimed at trainees starting in Psychiatry for the first time, including GP Registrars and Foundation doctors on a Psychiatry attachment. It is intended to provide core skills to ensure basic safety.

Who should attend?
By invitation.

Benefits of attending
Delegates will:
- learn the core skills they require to ensure basic safety
- address the competencies required of trainees in the first month (as defined in the Royal College of Psychiatrists’ curriculum)

Course content
The course includes:
- audit and discharging patients
- classification – ICD 10
- CPA
- initial management and good prescribing
- introduction to Outcome Measures HoNOS
- management of emergencies, overdoses and deliberate self harm
- Mental Health Act 1983 and mental health forms
- Mental Capacity Act and consent
- pharmacy and medicines management
- rapid tranquillisation
- risk assessment
- safe practice, record keeping, GMC and confidentiality

All sessions must be attended to complete the course.

Course director
Ray Vieweg is a Consultant Psychiatrist at Parkway Centre, Havant, and Clinical Services Director. He is Director of Postgraduate Medical Education for Southern Health NHS Foundation Trust.
This three-year course is aimed at Wessex Core Psychiatry trainees, enabling them to practice Psychiatry at the highest possible standard, safely and at a level appropriate to their year of training, preparing them for further specialist training.

Who should attend?
Core Psychiatry trainees (training grades CT1, 2 & 3)

Benefits of attending
Delegates will:
- link together various elements of their work, such as clinical practice, meetings with supervisors, personal study and revision for the MRCPsych examination
- cover the college curriculum and examination syllabus
- gain the knowledge to pass the MRCPsych examination

Part A for CT1 trainees consists of Integrated Psychiatry, Communication Skills and Psychotherapy modules. Part B for CT2 and CT3 trainees consists of speciality modules.

Course content
The course is process and research-based, aimed at doctors starting in Psychiatry. It is intended to enhance communication skills, psychotherapeutic understanding and examination preparation. The sessions are mapped out to the MRCPsych curriculum and are supported by the syllabus to cover all sub-specialities within psychiatry.

Delegates work together in small learning sets and achieve the following aims:
- use clinical practice to inform learning
- create personal portfolios to include reflections on learning, together with other resources and information

Course directors
Ray Vieweg is a Consultant Psychiatrist at Parkway Centre, Havant, and Clinical Services Director. He is Director of Postgraduate Medical Education for Southern Health NHS Foundation Trust.

Vicky Banks is a Consultant in Older Persons Mental Health and Deputy Medical Director for Southern Health NHS Foundation Trust. She is Head of School of Psychiatry for the Wessex Deanery and Associate Dean of the Royal College of Psychiatrists.

For further information please contact Sue Wilkins at sue.wilkins@southernhealth.nhs.uk or telephone 023 8071 8525
Anatomy programme for pre MRCS

**Venue**
Anatomy Department, Southampton General Hospital

**Duration**
1 day

**Frequency**
8 per year (usually on a Friday)

**Fee**
Please visit our website
To book a place please contact Marc Gibson.
Marc.gibson@doctors.org.uk

**Course Director** – Anjay Talwar

This course of seminars helps delegates pass the MRCS exam.

**Who should attend?**
Core surgical trainees.

**Benefits of attending**
Delegates will:
- access dissection room specimens
- benefit from expert Anatomy tutoring
- gain confidence to pass the MRCS examination

**Course content and learning approach**
This programme of six rolling repeat seminars is usually held on the last Friday of each calendar month.

**Course director**
Anjay Talwar qualified in Wessex from basic surgical training and is currently a Consultant Colorectal and General Surgeon at Dorset County Hospital, Dorchester. Anjay has an interest in teaching and has run the Anatomy program since its inception in 2010. The course has been well attended over the years and is a valuable learning tool for the MRCS.

"Excellent, very well planned and good use of MCQs"
"Excellent course, interactive, useful and informative"
This practical study day will have an immediate impact on the practice of Surgical Specialist Registrars, thanks to improved or refreshed expert knowledge of head and neck structures.

Who should attend?
Surgical Specialist Registrars.

Benefits of attending
Delegates will be able to identify the structures in the head and neck relevant to:

- thyroid surgery
- salivary gland surgery
- neck dissection
- lymphadenectomy

Course content and learning approach
Lectures and demonstrations of prosected specimens to acquire knowledge of Head and Neck Anatomy sufficient for the practice of Otolaryngology/Head and Neck Surgery.

Course Director
Paul Spraggs has been a Consultant in ENT/Head and Neck Surgeon at the Hampshire Hospitals NHS Foundation Trust since 1998 and the Royal Surrey County Hospital since 2007. His postgraduate training was in London and included training in Head and Neck Surgery in Miami, Florida, and Fellowships in Head and Neck Oncology and Thyroid Surgery at the Royal Marsden Hospital in London and the EAFPS Fellowship in Facial Plastics Surgery in Helsinki.

Paul has a special interest in the surgical treatment of skin cancers, Thyroid diseases, disorders of the salivary glands, Rhinoplasty (nose reshaping), the treatment of prominent ears, facial ‘aesthetic’ surgery and reconstructive surgery of the head and neck after cancer treatment.

Paul is the Clinical Lead for Head and Neck Cancer at the Basingstoke and North Hampshire Hospital, and a member of both the Basingstoke and North Hampshire Hospital’s Skin Cancer and Thyroid Multi-disciplinary Team (MDT) and the regional SWSH Head and Neck Cancer MDT. He enjoys teaching the next generation of Consultants, and has been on the Royal College of Surgeons of England’s Board of Examiners since 2003.
The FRCS Trauma and Orthopaedic study days are structured on a three-year rolling programme to prepare Specialist Registrars for the FRCS (Trauma and Orthopaedic) examination.

Who should attend?
Trauma and Orthopaedic Specialist Registrars.

Benefits of attending
Delegates will gain confidence, skills and knowledge to enable them to pass the FRCS (Trauma and Orthopaedic) examination.

Course content and learning approach
The programme uses a mixture of lectures, tutorials, bench-top practicals, debates and case conferences.

Three sessions are devoted to anatomy modules and these are held at the Department of Anatomical Sciences, University of Southampton.

Regional courses in knee arthroscopy, shoulder surgery, hip surgery and the foot and ankle are held each year.

Emphasis on case presentation at each module is encouraged.

Course director
Simon Hodkinson is a Consultant Orthopaedic Surgeon and specialist in Foot and Ankle Surgery, a Training Programme Director and SAC Trauma and Orthopaedics at Queen Alexandra Hospital, Portsmouth. He trained in St Bartholomew’s Hospital, London and higher training in Edinburgh and Leeds.

“Very informative.”
“Interactive session with patients was very impressive.”
“Some excellent sessions.”
“The anatomy sessions have been highly regarded scoring 100% on most occasions.”
This course is for experienced General Surgery Specialist Registrars preparing for the Intercollegiate FRCS clinical examination.

**Who should attend?**
General Surgery Specialist Registrars (ST4, 5 and 6)

**Benefits of attending**
Delegates will:
- understand the course syllabus with revision lectures of the major topics
- develop communication skills and interpersonal interactive techniques
- acquire experience of clinical discussion at the level required for the examination
- cover the syllabus through sub-specialty lectures
- experience a mock examination

**Course content and learning approach**
The course includes:
- didactic teaching on General Surgery sub-specialty curriculum
- discussion of hot topics and guidelines for management of General Surgery patients

**Course director**
Andrew Miles is the Programme Director for the FRCS Final Intercollegiate study days and is a Consultant Surgeon at Royal Hampshire County Hospital, Winchester.

“Good presentation and contents.”
“Excellent session.”
“Excellent teaching style.”
“Extremely useful.”
“Excellent speaker – very helpful.”
“Fantastic, very thorough.”
This meeting is open to all Paediatricians and Paediatric trainees. It provides an informal opportunity to network with colleagues alongside a stimulating education meeting. Trainees are encouraged to submit abstracts which are peer-reviewed. Those selected to present are invited to give short oral presentations which are judged for the annual ‘best trainee free paper’ prize.

**Who should attend?**
All levels practicing in Paediatrics.

**Benefits of attending**
Attendees will:
- gain support from a wide peer network
- learn from sharing experiences
- keep up to date with current topics

**Course content**
The course content is based on hot topics across the diverse range of Clinical Paediatric and Child Health. Trainees are encouraged to submit abstracts for peer review and presentation.

**Course Director**
Cathy Hill is a senior lecturer at the School of Medicine in University Hospital Southampton NHS Foundation Trust and an Honorary Consultant Paediatrician working in Solent NHS Trust.
This course updates and maintains the knowledge base and teaching skills for doctors who provide practical training for the Diploma of the Faculty of Family Planning (Instructing Doctors). Doctors may work for specialist services and/or be Trainers in general practice.

Who should attend?
By invitation.

Benefits of attending
Delegates will be able to:
- describe current FFP requirements and paperwork for the DFFP and LoCs for IUD and IUT
- use the Institute of Psychosexual Medicine Training video and package as a resource for instructing trainees in psychosexual medicine
- explain to trainees the law with respect to child protection and the Sexual Offences Bill

Course content and learning approach
A refreshed programme will be sent to all registered trainers in this region each autumn, but will cover:
- faculty update
- educational session
- interactive learning session
- forum

Course director
Karen Trewinward trained in Southampton and has worked in Sexual Health in Wessex for over 30 years. As one of the founder members of the Faculty of Sexual and Reproductive Health (FSRH) she is now on the FSRH Council, and General Training Committee, and is Lead for revalidation. Karen is now working in the Integrated Sexual Health Service based in Winchester. She and her husband have also worked overseas for various charities and she has a particular passion to pursue her training skills in health care facilities, serving the poor and disadvantaged.

“Thank you for a very useful day.”
“Useful, relevant and a subject that scares us all.”
“Excellent role play and group work.”
“Good interaction between group members.”
“Very relevant topics on programme.”
MEDICAL REVISION

Targeted courses to prepare doctors in training for the Royal College examinations
with a Wessex Medical Revision course

The Courses and Conferences Centre on behalf of the Wessex Deanery provides training grade doctors with revision courses to help prepare them for Royal College examinations. These courses are lively, interactive and enhance examination rates.

The format varies, but each course includes:
- Key revision lectures
- Extensive interactive teaching in small groups
- Examination practise including MCQ’s, OSCES & VIVAS.

**FRCA Primary:**
- Scientific Principles of Clinical Anaesthesia
- Wessex Intensive Primary Revision Course (OSCE and VIVA Day)
- Wessex Primary OSCE and SOE Course

**FRCA Final:**
- Intensive Revision Course
- Intensive Revision Course (VIVA Day)

**MRCP – Part 1**
- Written
- PACES

**MRCP – Part 2**
- Written
- PACES

**MRCPsych – Examination Skills Course**

**MRCS**
This four-day clinical topics course is designed to assist ST1/2 Specialist Registrars taking the Primary FRCA examination. Prior knowledge of the course topics is essential to gain the maximum benefit from this course.

Who should attend?
Anaesthetics Specialist Registrars (ST1/2 or CT1/2) preparing for the FRCA part 1 examination, and SAS doctors.

Benefits of attending
Delegates will gain the skills, confidence and knowledge needed to pass the Primary FRCA examination. Emphasis is on the key topics of Physics, Physiology, Pharmacology, statistics and equipment.

Course content and learning approach
Delegates will receive didactic and interactive lectures. Interactive learning through sessions is strongly encouraged, especially sessions which concentrate on areas previously identified as particularly difficult by past trainees.

The course helps delegates concentrate on:
• identifying areas of knowledge relating to Physiology and Pharmacology, which are examined in VIVA 1 of the Primary FRCA examination

• areas essential to the FRCA Part 1, which require understanding rather than just factual recall
• MCQ practice (limited, with feedback) in areas related to that day’s teaching

Areas covered include:
• Cardiovascular, Respiratory, Hepatic and Central Nervous Systems
• basic tuition in the principles of Pharmacology
• drug-receptor interaction and Pharmacokinetics

Delegates will be given the opportunity to discuss issues and equipment with experts. Statistics will be introduced, with emphasis on principles of study design and errors incurred.

Course Director
Matt Marsh has been a Consultant at University Hospital Southampton NHS Foundation Trust since 2008, providing Anaesthesia across a number of specialties, Anaesthesia for Liver, Spinal and Vascular Surgery being his key interests. Matt trained at Southampton University Medical School. Before his anaesthetic career he undertook experience in General Medicine in North Staffordshire, before returning to Wessex to undertake his Anaesthetic training.
This one-day course covers all aspects of the OSCE examination and helps delegates prepare for the VIVAs.

Who should attend?
Anaesthetics Specialist Registrars (CT1/2)

Benefits of attending
Delegates will be aided with revision for Primary FRCA examination. The course is guaranteed to provide excellent practice for the real examination.

Course content
Delegates will receive a full mock examination in terms of OSCE and VIVAs practice. Delegates are encouraged to take part in active discussion and will receive group and individual feedback.

Course director
Emma Halliwell is an Anaesthetic Consultant at Salisbury NHS Foundation Trust. She holds a Diploma in Medical Education and has been a Medical Education Fellow at Wessex Deanery.
This one-day course provides trainees with the opportunity to do one complete mock OSCE and watch and take part in one complete mock SOE.

**Who should attend?**
CT1/2 and ST1/2 trainees about to sit the OSCE and SOE part of the Primary FRCA.

**Benefits of attending**
Delegates will:
- improve their ability to answer questions
- gain a better understanding of what the examination entails

**Course content and learning approach**
The course mimics the examination as closely as possible, so that the timings are accurate to the real thing. Experienced tutors provide structured constructive feedback for both the OSCE and SOE so that delegates can try to improve their performance when it comes to the real thing.

**Course director**
Mike Girgis is a Consultant Anaesthetist at Poole Hospital and has a keen interest in teaching and training. He has been helping prepare trainees for the Primary and Final FRCA exam for over six years. Michael set up the highly successful one-day Primary FRCA OSCE and SOE course for Wessex trainees in 2005.

**To book a place please contact**
Michael Girgis: wosoc1@googlemail.com

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"Excellent course with high quality lecturers."

"Extremely well structured."

"Regular SAQs and MCQs."

"I came to the course on a recommendation of a friend who said it was the best course she had ever done – I have to agree."

"I will be a better doctor for attending this course."
This course is designed to help improve delegates’ knowledge of Anaesthesia and help them pass the Final FRCA. Candidates find the SAQ and MCQ practice with prompt feedback particularly useful. This is a successful course with a high pass rate amongst those who have previously sat the exam.

Who should attend?
Anaesthetics Specialist Registrars.

Benefits of attending
Delegates will be prepared for the Final FRCA examination.

Course content and learning approach
Formal lectures by experienced consultants and interactive tutorials cover:
- key areas of the syllabus
- practice sessions for MCQs, SAQs and VIVAs
- extensive individual feedback on improving examination technique

Course director
Poppy Mackie is a Consultant Anaesthetist based at University Hospital Southampton NHS Foundation Trust with a special interest in Obstetric Anaesthesia. Poppy has developed a strong interest in medical education over the years and is currently completing a masters degree in Medical Education at Winchester University. She is actively involved in education, holds a number of educational roles and is a current Wessex Medical Education Fellow.

Samar Al-Rawri is a Consultant Anaesthetist at University Hospital Southampton NHS Foundation Trust, with a specialist interest in Obstetric and Head and Neck Anaesthesia. She developed an interest in medical education early in her career and is currently Post Graduate Education Lead for the Anaesthetic department.

“Excellent course with high- quality lecturers.”
“I came to the course on a recommendation of a friend who said it was the best course she had ever done – I have to agree.”
“I will be a better doctor for attending this course.”
This VIVA day is for delegates who have previously attended the FRCA Final Intensive Revision course. It is held approximately three months after the FRCA Final examination.

Who should attend?
Anaesthetics Specialist Registrars.

Benefits of attending
Delegates will be prepared for the FRCA VIVA examination.

Course content and learning approach
The course includes:
- interactive tutorials which cover key areas of the syllabus
- extensive individual feedback on improving examination technique

Course Director
Poppy Mackie is a Consultant Anaesthetist based at University Hospital Southampton NHS Foundation Trust with a special interest in Obstetric Anaesthesia. Poppy has developed a strong interest in medical education over the years and is currently completing a masters degree in Medical Education at Winchester University. She is actively involved in education, holds a number of educational roles and is a current Wessex Medical Education Fellow.

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Very good, mixture of questions"
“Useful practice and pitched at the right level”
“Sound VIVA session”
This five-day course covers all major topics which appear in the MRCP examination. Delegates gain experience in answering MCQ papers and receive advice on examination study techniques.

**Who should attend?**
Doctors preparing for the MRCP Part 1 examination.

**Benefits of attending**
Delegates will be prepared for the MRCP Part 1 examination.

**Course content**
Experienced specialist lecturers will cover all major topics, including basic sciences. Sessions are fully interactive, providing extensive practice in answering MCQs in the examination format. Emphasis will be given to topics that have appeared frequently in recent papers. Mock examination papers will be given and the delegates will be given feedback on their performance.

**Course Director**
Jas Dulay is a Consultant in Acute and General Medicine at University Hospital Southampton NHS Foundation Trust. He qualified at Charing Cross and Westminster Medical School in 1992 and trained in Elderly Care, Neurology. Jas is a GIM appointed Consultant at Southampton. He became a Royal College of Physicians Fellow in 2002 and RCP College Tutor Clinical effectiveness Lead in 2007.

"All speakers friendly, approachable and knowledgeable!"

"Very well organised. Very good and relevant course. Very beneficial for exams."

"Very helpful for the exams. Very helpful in terms of exam strategy."

"Very helpful course focusing on MRCP details that you need to know and exam technique."
This five-day course is for those taking part 2 of the Membership of the Royal College of Physicians diploma examination. It covers all the clinical specialities required for the examination in detail, using examination questions as the basis for discussion.

**Who should attend?**
Doctors who have passed MRCP part 1 and are intending to progress to part 2.

**Benefits of attending**
Delegates will gain:
- excellent preparation for the MRCP part 2 examination
- exposure to a wide bank of questions with revision teaching around the topics covered

**Course content and learning approach**
The course covers:
- seminar-based review of questions in the style of the examination
- review of the answers with coverage of the underlying clinical topics
- mock examination with individual feedback
- all the clinical specialities in detail

**Course Director**
Anindo Banerjee is a Consultant in Respiratory and General Medicine at University Southampton Hospital NHS Foundation Trust. He has taught MRCP courses at Guy’s Hospital and King’s College Hospital, London for over 10 years and has run sessions for MRCP candidates preparing for examinations since becoming a Specialist Registrar in 1995.

Anindo is the Lead for Respiratory Teaching at both undergraduate and postgraduate level at Southampton and participates in teaching for all five years of the undergraduate curriculum, as well as Foundation and Core Medical Training education. He is an ALS instructor and course director.

"Excellent – I would recommend this to everyone!!"
"Excellent, good content and structure"
This is a highly focused clinical course for the MRCP part 2 (PACES) examination. The sessions are focused on examination and presentation technique and exposure to the clinical cases found in the examination.

**Who should attend?**
Anyone intending to take the MRCP part 2 (PACES) examination within the next 12 months.

**Benefits of attending**
Delegates will:
- refresh and hone examination technique
- practice a presentation of findings and discussion of cases
- discuss clinical cases commonly found in the examination
- gain a better understanding of their strengths and areas for development through a mock examination with individual feedback

**Course content and learning approach**
Sessions cover the main stations in the examination plus an afternoon of ethics and communication using actors.

**Course director**
Anindo Banerjee is a Consultant in Respiratory and General Medicine at University Southampton Hospital NHS Foundation Trust. He has taught MRCP courses at Guy’s Hospital and King’s College Hospital, London for over 10 years and has run sessions for MRCP candidates preparing for examinations since becoming a Specialist Registrar in 1995.

Anindo is the Lead for Respiratory Teaching at both undergraduate and postgraduate level at Southampton and participates in teaching for all five years of the undergraduate curriculum, as well as Foundation and Core Medical Training education.

He is an ALS instructor and course director.
This three year course helps trainees prepare for the MRCPsych Papers 1, 2 and 3 and the CASC (Clinical Assessment of Skills and Competencies) examination.

Who should attend?
Psychiatry trainees (CT1-3) or by invitation.

Benefits of attending
Delegates will be prepared for the MRCPsych examinations.

Course content
The course includes:
- examination technique
- examination practice for Papers 1, 2 and CASC
- a full mock CASC examination (held twice a year)

Course directors
Ray Vieweg is a Consultant Psychiatrist at Parkway Centre, Havant and Clinical Services Director. He is Director of Postgraduate Medical Education for Southern Health NHS Foundation Trust.

Vicky Banks is a Consultant in Older Persons Mental health and Deputy Medical Director for Southern Health NHS Foundation Trust. She is Head of School of Psychiatry for the Wessex Deanery and Associate Dean of the Royal College of Psychiatrists.

For further information please contact Sue Wilkins at sue.wilkins@southernhealth.nhs.uk or telephone 023 8071 8525
This is an intensive five-day course to prepare candidates for the MRCS examination.

Who should attend?
FY2, CT1/2 and ST1/2 trainees.

Benefits of attending
Delegates will:
- gain intensive critical practice in examination and discussion of short cases
- gain practice in presentation, especially in OSCE scenarios
- revise clinically important aspects of the basic science components of the VIVAs and to link with the clinical applications – e.g. Anatomy with Operative Surgery
- improve communication skills

Course content and learning approach
The course covers:
- one day devoted to mock OSCE examinations
- two half-day sessions on Anatomy and dissecting room
- Pathology
- Vascular clinical session
- GI clinical trunk
- VIVA sessions

Course Director
Lasantha Wijesinghe is a Consultant Vascular Surgeon at The Royal Bournemouth Hospital, Bournemouth Nuffield Hospital and BMI Harbour Hospital. Lasantha was born in Sri Lanka and qualified in 1990 from Cambridge University, having won the Lewin Prize for Surgery. He was awarded the gold medal of the Association of Surgeons of Great Britain and Ireland and an MD thesis from the University of Leeds. He is a Fellow of the Royal College of Surgeons of England and a member of the Vascular Surgical Society of Great Britain and Ireland.

“The course is excellent from organisation to content. Tutors were encouraging and provided good feedback. Clinical OSCE and tutorials were very beneficial.”

“Well organised. All tutors were prepared and well structured in their clinical encounters. Good variety of patients relevant to exam scenarios”

“Extremely beneficial and well structured – thank you!”
USEFUL INFORMATION
Postgraduate Education Centres in Wessex

The NHS provides a wealth of support for learning and development.

Postgraduate Centres can help with:

- Approving study leave and providing funding
- Providing careers information and workshops
- Providing pastoral and remedial support
- Providing educational facilities

**Jersey General Hospital**

**Pat Gettens**
Education Centre Manager
p.gettens@health.gov.je
Harvey Besterman Education Centre,
Peter Crill House, Gloucester Street,
St Helier, Jersey, JE1 3QS
+44 (0) 1534 622000 (Switchboard)
+44 (0) 1534 622742 (T)

**Poole Hospitals NHS Foundation Trust**

**Julie Mantell**
Education Centre Manager
julie.mantell@poole.nhs.uk
Poole Hospital Education Centre,
Longfleet Road, Poole,
Dorset, BH15 2JB
01202 442873 (T)

**Dorset County Hospital NHS Foundation Trust**

**Judy Crabb**
Medical Education Manager
judy.crabb@dchft.nhs.uk
The Thomas Sydenham Education Centre,
Dorset County Hospital,
Williams Avenue, Dorchester,
Dorset, DT1 2JY
01305 255258 (T)
Further Leadership Development Opportunities

Great leadership saves lives. Research shows that investment in leadership and team working reduces mortality and improves patient experience. The NHS is undergoing the biggest reform it has ever seen. Developing leaders at every level is more important than ever before.

Leadership development is about helping people to reach their potential. We support people from the start of their leadership journey to the top of their careers. We uphold the NHS Constitution to ensure that every member of staff can improve the experience of patients and their families, carers and communities.

Leadership must be for a purpose. The leadership team works closely with employer organisations across the region to develop programmes that are:

- rich, inter-organisational and multi-professional
- aligned to meet current issues and future challenges
- tailored to support individuals and teams to achieve specific goals
- influenced by patient experience
- designed to give participants the skills and qualities set out in the NHS Leadership Framework

Coaching and mentoring
Coaching and mentoring are powerful personal development tools which enable you to learn from your own experiences, improve performance and move forward. Find a coach or mentor through our online registers:

www.coaching-leadershipdevelopment.southcentral.nhs.uk
www.mentoring-leadershipdevelopment.southcentral.nhs.uk

You might also wish to train to be a coach or mentor and gain critical skills to get the best out of your team or support others.

Accessing programmes
Leadership Development Leads in organisations know how you can access our programmes. To find out who your Leadership Lead is, visit www.workforce.southcentral.nhs.uk/about_us/leadership_development.aspx

To find out more about leadership development in NHS South of England, visit www.southofengland.nhs.uk/what-we-do/leadership-development

To contact the leadership development team directly, email: leadershipteam@southcentral.nhs.uk

Fellowship opportunities
Academic Foundation Programmes (Wessex)
A four-month academic placement in FY2 with hands-on research. There are two posts in medicine, two in GP and one each in Surgery, Child Health, Clinical Genetics, Neurosurgery, Psychiatry, Biomedical Engineering, and Gastroenterology.
**Academic clinical fellowships (ACFs) (Wessex)**
For doctors during early specialist training who have outstanding potential for development as a researcher and/or educationalist. The fellowships provide part-funding for the basic salary (25%) to allow the clinician (in training time) to develop academic skills and to prepare and compete for a training fellowship to undertake a higher degree.

**Clinical lectureships (Wessex)**
For doctors during late specialist training or soon after completing GP training. These are open to those with a higher degree, for example a PhD, MD or equivalent educational training.

**Medical Education Fellows (Wessex)**
Wessex Deanery has 21 Medical Education Fellows (MEFs) who play key roles in the organisation of educational events at trust, specialty, Deanery and national level. MEFs may also choose to be a medical education associate tutor, part of the Tomorrow’s Teachers faculty, or belong to Deanery working groups. Many of them are undertaking, or have completed, a Certificate, Diploma or Masters in Medical Education, which is supported by the Deanery.

**Clinical simulation fellows (NHS South of England, Central)**
At least six fellows are recruited for a year to develop simulation training focused on achieving high-quality safe care. This year fellows developed clinical simulation education packages to address the issues raised from serious untoward incidents, both regionally and nationally and address cost benefit analysis.

**Quality improvement fellows (NHS South of England, Central)**
All fellows are trained in quality improvement methods which are then used to develop a project in their employing organisation. Fellows receive ongoing support through an action learning set and mentor.

**End of Life Care (NHS South of England, Central)**
Improving the experience of end of life care for patients and their carers is a strategic priority in NHS South of England (Central). Studies suggest that up to 75% of us would choose to die in our own homes if possible, but our wishes are not always known to those who care for us. Fellows focus on service improvement initiatives working across their employing organisations and a range of stakeholders.

**Improving Global Health through leadership development**
This international fellowship scheme places NHS staff in rural areas in Cambodia and Tanzania. Participants from a variety of health care backgrounds develop leadership skills through the application of quality improvement methods under the mentorship of UK experts. Placements are usually 3-6 months. There is a wide variety of projects, clinical and managerial, rural, hospital and community-based.

For more information on fellowships visit/email:
www.wessexdeanery.nhs.uk
www.workforcesouthcentral.nhs.uk
reception@nesc.nhs.uk
Trusts within the Wessex area provide a range of options for online learning, including access to the eLearning modules provided by eLearning for Healthcare and the Core Learning Unit, as well as those developed locally.

Some good starting points to discover eLearning modules are available is the NHS eLearning Repository at www.elearningrepository.nhs.uk/, whilst the catalogue of all courses available via the NHS National Learning Management System (used by most Trusts in Wessex) is available at www.esrsupport.co.uk/nlms/catalogue/

Trainees based in Hampshire and the Isle of Wight also have free access to BMJ Learning via NHS Athens. BMJ Learning features hundreds of accredited, peer-reviewed learning modules in text, video, and audio formats (see instructions below for access).

Information and learning resources are increasingly available in formats accessible via mobile devices. Healthcare librarians can provide advice on access to these.

More information about eLearning and mobile learning (including instructions for access)

**In Hampshire and the Isle of Wight:**
www.workforce.southcentral.nhs.uk/libraries__elearning.aspx

**In Dorset and Salisbury:**
http://workforce.southwest.nhs.uk/elearning/home/elearning_resources
Help!
I’ve got an event coming up!

Organising an event creates extra work. This often happens at an extremely busy time, diverting you and your team away from jobs that only you can do. The Courses and Conferences Centre (CCC) can help.

The Courses and Conferences Centre is an experienced team that focuses solely on event organisation and management. For more than 15 years the centre has been organising conferences, seminars, workshops and training events.

We offer:

- delegate registration and payment through our easy-use online booking system
- full administration service including event packs, agendas, delegate lists and badges
- CCC-branded publicity materials and invitations or support with creating bespoke materials
- venue booking and liaison
- registration staff at your event
- a dedicated event manager to ensure everything runs smoothly

What does this mean for you?

- extra capacity when you need it, saving you hours of administration
- excellent negotiated rates with a wide range of event venues
- access to our equipment: PA, AV and exhibition and display materials saving on external contractors
- access to meetings rooms and facilities at our NHS site in Otterbourne
- confidence in an NHS team, with better return than simply drafting in agency staff
- excellent event experience for your delegates
- value-for-money service

To discuss how we can help support your events and for a quote, contact Don Strange, Courses and Conferences Centre manager on tel: 01962 718504 or email: don.strange@wessexdeanery.nhs.uk
Notes
For further information and to book onto a course please visit www.coursesandconferences.org.uk