Escorting doctors to the dark side: Easing the transition into management

Katie Barnard
Clinical Librarian
North Bristol NHS Trust
Action learning

- An approach used to explore solutions for real life problems.
- Done though a formalised ‘set’
- Each participant is given a chance to present their individual dilemma, and, with support of the group, come up with practical actions
Presentation overview

- Development of the new consultant programme
- The action learning element
- Benefit for our Library and Knowledge Service (LKS)
- How it was received
The team

Deputy Medical Director

Clinical Psychologist

Leadership Manager

Clinical Librarian

LKS Manager

Image from NHS Professionals. Source: http://southernhealth.nhsp.uk/recruitment-event.aspx

Exceptional healthcare, personally delivered
## Programme structure

<table>
<thead>
<tr>
<th>Date</th>
<th>Topic</th>
</tr>
</thead>
</table>
| September 2017 | Organisational Context 1  
                     Leadership at NBT  
                     The Trust’s Strategy |
| November 2017 | Organisational Context 2  
                     How NBT Operates  
                     Governance and Accountability |
| January 2018  | Organisational Context 3  
                     The Financial Context |
| March 2018    | Leading and Developing Teams |
| May 2018      | The theory and practice of service development |
| July 2018     | Resilience |

*Exceptional healthcare, personally delivered*
Developing the programme…

Session planning

Attendee feedback

Action learning
LKS benefit

Photo from North Bristol NHS Trust gallery. Source: https://www.nbt.nhs.uk/about-us/news-media/gallery

Exceptional healthcare, personally delivered
“It is excellent that senior members of the trust are taking the time to help new Consultants develop.”

“Please continue this programme for future consultants as it is highly beneficial for development. This stuff is not covered in medical school or any detail in post-graduate training.”

“I wish there’d been something like that when I’d been a new consultant.”
2018 / 2019
Any questions?

Katie Barnard
@katiebarnard23
Katie.Barnard@nbt.nhs.uk