

## Other Activity

LEAP (Leadership Education Programme) sessions aimed at educational supervisors will be run throughout the year. These are half day workshops focusing on Leadership. They will be run in the Trust and external sessions are available by registering through the KSS Deanery. <http://kssdeanery.org/leap>

Leadership sessions will run in the Trust aimed at trainees as an introduction to Clinical Leadership and act as a guide for approaching Leadership development and assessment. Check the intranet Leadership page for details.

Leadership development days are provided by the KSS School of Leadership through the specialty schools and aim to give trainees an understanding of the role that clinical leadership plays in their own professionalism and working lives as doctors. [www.kssdeanery.ac.uk/sol](http://www.kssdeanery.ac.uk/sol)

The KSS Deanery is currently running a module: *Leadership in Clinical Contexts* to those interested at ST3 and above. This could in the future be combined with 2 other modules to complete a PG Cert.

There is an online resource for medical leadership through the e-learning for healthcare. <http://www.e-lfh.org.uk/projects/lead/index.html>

## Leadership Resources

- ◆ Trust Intranet Website:  
[www.westernsussexhospitals.nhs.uk/leadership](http://www.westernsussexhospitals.nhs.uk/leadership)
- ◆ E-Learning for Healthcare: (Leadership e-learning Modules):  
<http://www.e-lfh.org.uk/projects/lead/index.html>
- ◆ Medical Leadership Curriculum:  
**Intranet**  
<http://www.institute.nhs.uk/images/documents/Leadership/Medical%20Leadership%20Curriculum.pdf>
- ◆ KSS Deanery: School of Clinical Leadership:  
[www.kssdeanery.ac.uk/sol](http://www.kssdeanery.ac.uk/sol)
- ◆ LEADER Assessment Tool:  
**Intranet**  
[http://kssdeanery.org/sites/kssdeanery/files/LEADER%20for%20clinicians\\_editable\\_1.pdf](http://kssdeanery.org/sites/kssdeanery/files/LEADER%20for%20clinicians_editable_1.pdf)
- ◆ NHS Leadership Website:  
<http://www.nhsleadership.org/>

**www.westernsussexhospitals.nhs.uk**  
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## Clinical Leadership for Trainees

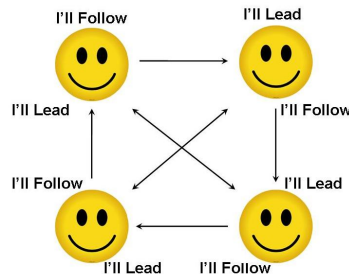


## Why is Clinical Leadership important to Trainees?

Leadership is a key part of all doctors professional work, regardless of specialty and setting and is now a requirement for doctors as laid out in the GMC publications : *Tomorrows Doctors*, *Good Medical Practice* and also *Management for Doctors*.

The development of Leadership skills is an increasingly integral part of a doctors training and learning.

Leadership is not restricted to individuals who hold leadership roles but can be demonstrated by anyone within an organisation.



Evidence demonstrates that the involvement of doctors in leadership and management influences organisational performance and improves health outcomes for patients.

Acquiring and applying leadership skills during training will enable all doctors to contribute to the effective delivery of healthcare, as well as preparing them for the requirements of their future employment and practice.

## 1 Trainee : 1 Assessment

What does the KSS Deanery require within their assessment scheme ? One workplace based assessment in "Leadership" per trainee each year. This will need to be evidenced at the end of year reviews.

Assessment can be performed by nominating a workplace based assessment such as a case based discussion (CBD) as a "Leadership" assessment or using custom designed templates such as the LEADER tool (available on the Intranet), that can be uploaded online or added to a portfolio.

## Examples of suitable assessment scenarios

- ◆ Running ward rounds/ Takes
- ◆ Leading Cardiac Arrests / Trauma Calls
- ◆ Running theatre lists
- ◆ Running projects, implementing changes through audit.
- ◆ Teaching / mentoring less experienced trainees / students.
- ◆ Working in teams e.g case conferencing / MDT settings

## Leadership Elements

The five domains in the diagram below are the key areas identified in the Leadership Framework — all with a focus on delivering the best patient care.

Each domain has 4 elements within which a trainee can explore and develop their own personal experience and abilities.

The full Leadership framework can be located on the intranet or here:

<http://www.institute.nhs.uk/images/documents/Medical%20Leadership%20Competency%20Framework%203rd%20ed.pdf>

