

Mentoring in Medicine Conference 2005



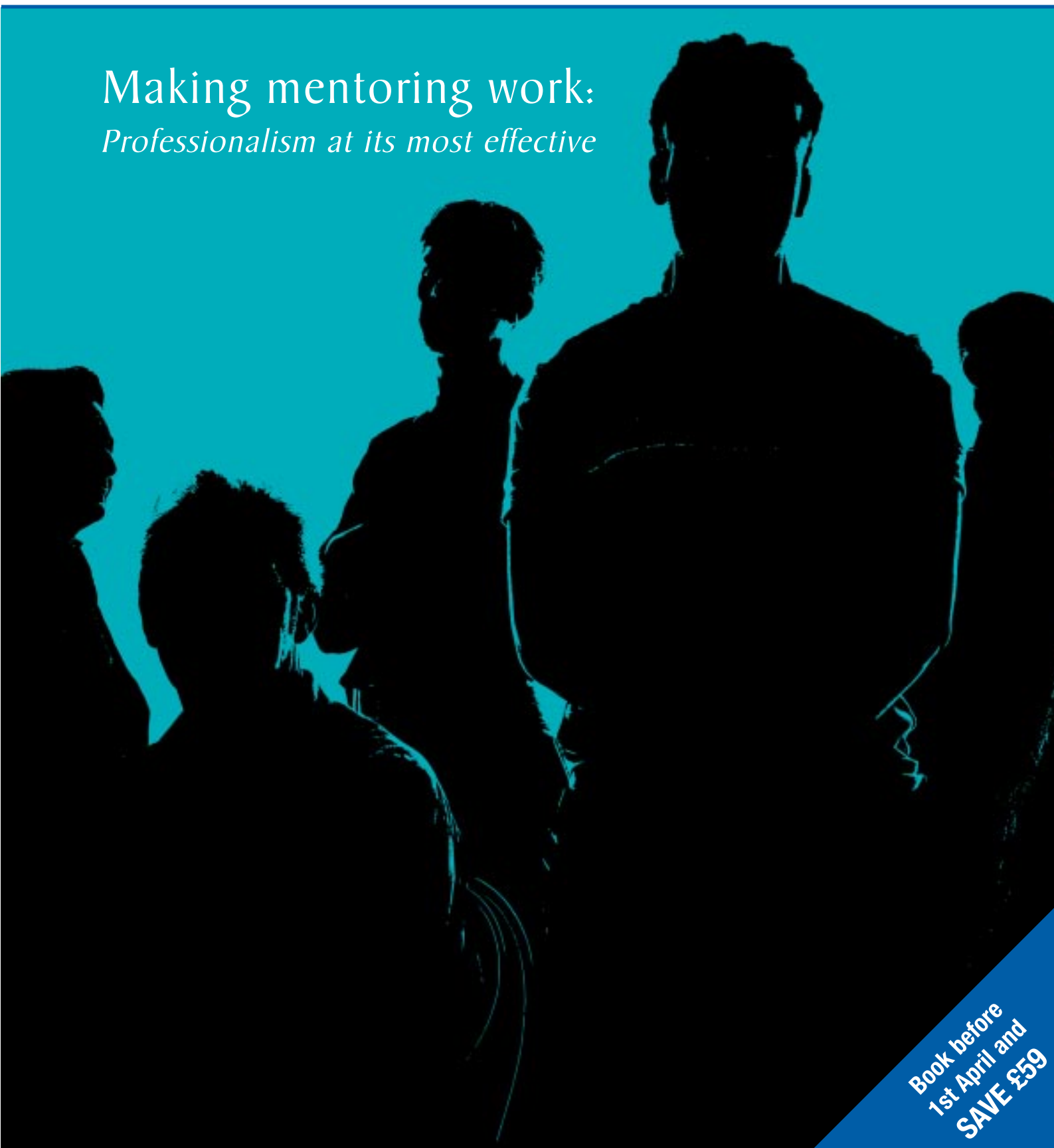
CYGNUS

Wednesday 18 May 2005

East Midlands Conference Centre, Nottingham

A Cygnus Mentoring & Professional
Development Conference

Making mentoring work:
Professionalism at its most effective



Book before
1st April and
SAVE £59

PROGRAMME OF THE DAY

8.30 Arrival and Registration

9.30 Introduction and welcome from the Chairman

Dr Peter Harborow, Director of Cygnus Mentoring, former GP Principal, GP tutor, and VTS Organiser. West Sussex.

9.45 Meeting the growing need for mentoring

Professor Mike Pringle, University of Nottingham

Talk Summary

As expectations on doctors grow – especially for the delivery and demonstration of high quality care – the potential for support and mentoring will increase. This will be driven by pressures on careers and choosing between conflicting priorities, not least home and work. This talk will look at some of these pressures and possible solutions.

10.15 Scrutiny and support: can revalidation square the circle?

Maurice Conlon MRCGP General Practitioner, South Birmingham PCT and Appraisal and Revalidation Lead, NHS Clinical Governance Support Team.

Talk summary

An exploration of apparently polar opposites and how mutually exclusive concepts may in fact compliment rather than conflict.

10.45 Good practice in mentoring

Dr Ruth Chambers, GP, Head of Stoke-on-Trent Teaching PCT, Clinical Dean at Staffordshire University.

Talk Summary

Everyone's doing it, but are they doing it right? Some thoughts and guidance on good practice in mentoring in the NHS with different staff groups, settings and aims.

11.15 Tea and coffee break

11.45 WORKSHOP ONE

13.15 Lunch

14.00 WORKSHOP TWO

15.30 Tea and Coffee

16.00 Themes of the day

Ideas for the Future

Dr Peter Harborow
Director of Cygnus Mentoring

16.30 Evaluation

17.00 DEPART

CPD applied for

ABOUT OUR KEYNOTE SPEAKERS

Maurice Conlon, MRCGP

Maurice has been a member of the Royal College of General Practitioners since 1997 in 1998 held the post of GP Trainer and was Edgbaston PCG clinical governance lead between 1998-2001. Since July 2001 Maurice has been seconded to NHS CGST as associate director of education, with responsibility for primary care issues and GP appraiser training; subsequently

lead for GP appraisal and is now responsible for appraisal and revalidation. His work within this context includes: Directing a programme to train 950 GP appraisers, Chairing the CGST Expert Group in a project to define the evidence for revalidation for General Practitioners, and Developing the CGST-hosted GP Appraisal Web-group.

Publications:

Wall D, Conlon M, Cullen R, Halligan A. *Learning by doing: training general practitioners to be appraisers*. British Journal of Clinical Governance 2002;7 (4): 294-298.
Conlon M. *Appraisal: the catalyst of personal development*. BMJ Aug 2003; 327: 389-391.

Professor Mike Pringle

Mike Pringle is Professor of General Practice and Head of the School of Community Health Sciences at the University of Nottingham. He is a member of the General Medical Council and a board member of

UKBiobank. He was Chairman of the RCGP from 1998-2001. Mike has recently ceased to be a partner in a rural Nottinghamshire practice. Instead he is helping to set up the Collingham Healthcare Education

Centre, an innovative primary care development project, and is national clinical lead for general practice in NPfIT.

Ruth Chambers

Ruth has been a GP for more than 20 years. She is the head of the Stoke-on-Trent Teaching PCT programme and the national education lead for the NHS Alliance. She is also the Clinical Dean at the Faculty for Health and Sciences at Staffordshire University.

Some of Ruths current initiatives involve establishing a

mentoring scheme for GPs in Stoke-on-Trent, enabling health professionals' career development and local training in good practice for NHS doctors and others who provide careers information, advice and guidance to others. Ruth is also leading a training and development programme for nurses and therapists with special clinical interests at Staffordshire University.

Publications:

Bayley H, Chambers R, Donovan C. *The Good Mentoring Toolkit for Healthcare*. Radcliffe Publishing, Oxford, 2004. Chambers R (ed). *Career planning for everyone in the NHS: your toolkit*. Radcliffe Publishing, Oxford, 2005 (in press)

Objectives of the conference

- Promote mentoring to care for and develop Doctors and other health care professionals
- Review the progress of mentoring during the past year
- Identify what makes mentoring work
- Make mentoring happen in a cash-limited organisation

- Exchange ideas about setting up mentoring schemes
- Enhance your mentoring skills
- Develop the National Network of Medical Mentors

Who should attend?

- The conference will attract all those with an active involvement in training and development of

professionals at all levels within public and private health sectors

- Mentors and mentees
- Clinical and Non-Clinical Health Service Managers and Directors
- Medical and Multi-Professional Educationalists
- Those responsible for the design, funding and implementation of health policies

WORKSHOPS

Mentoring for trainees

Dr Nancy Redfern, Speciaty Dean Director, Northern Deanery.

Dr Redfern will describe some of the challenges in setting up a mentoring system for trainees, and review what trainees use mentoring for and some of the benefits they describe. A range of situations will be outlined, from those making strategic decisions about career and personal development to support for trainees in severe difficulties

Doctors for doctors unit-experiences of setting up a new service

Dr Michael Peters, Head of BMA Doctors for Doctors Unit, London.

We will be looking at the issues facing doctors in difficulty and what factors may make 'a difficult doctor'. We will explore ways in which to encourage doctors to seek help early and how doctors may best be helped.

Assessment then what?

Dr Pete Snowden FRCPsych – Associate Director (Education and Support Services), National Clinical Assessment Authority, London.

The NCAA Assessment Then What? project will be discussed. By the time of the conference, it is hoped that the consultation document will have been published and this will form the centre piece of the presentation.

Extending a scheme for doctors in difficulty

Dr. Peter Bowen-Simpkins, Hon. Treasurer, Royal College of Obstetricians and Gynaecologists, London.

Problems associated with setting up a mentoring scheme within a medical Royal College. The idea of mentoring is to enhance professionalism and personal development at all stages of an individual's career. We

set up a scheme specifically for doctors in difficulty but found that there was a need for a more generic service. Because of the initial perception that the service was for 'difficult' doctors, it has been hard to persuade other colleagues to utilise our trained mentors, perhaps because, for them, 'mentoring' has a slight pejorative undertone.

Executive coaching for high fliers

Dr Carol Barnes, Chartered Psychologist, Swansea.

The workshop is designed to encourage participants to explore issues and concerns around high fliers. It also aims to design practical steps to engage high fliers and to find ways to design mechanisms to support them to progress their careers. Finally it will enable the participants to develop practical strategies for dealing with high fliers who need support but don't know how to ask for it.

Communication in mentoring

Dr Anne Lee, Next Chapter Ltd, Associate Lecturer at the University of Surrey.

The words used are less important than identifying the intent behind them. Dr Lee will look at typical statements that a mentee might make and how to choose from a wide range of responses. This will be an introduction to John Heron's Six Category Intervention.

Keeping the key players: Mentoring and coaching for career transition

Samantha Wakefield, Director Crispin Consultancy, Wallingford Oxfordshire.

Much developmental investment is focused on under-performance and 'difficult' colleagues. Coaching and mentoring is truly value-adding when it is aimed at the high potential achievers and decision-makers of tomorrow. How should we coach and mentor health professionals strategically, in a way that will drive and support the retention and development of vital skills and experience across the health profession?

Mentoring scheme managed by a deanery

Dr. Peter Jenkins, Deputy GP Dean, Kent Surrey Sussex Deanery with project responsibility for CPD, including mentoring for GP's.

Kent Surrey Sussex GP deanery has been committed to the concept and development of mentoring for GP's as part of a wide support process throughout the three counties. The establishment of the project has been successful but has not been without its difficulties and pitfalls. The workshop will describe the development and the highs and lows of the initiative to date, and provide a forum for the sharing of ideas and the exploration of opportunities in the provision of mentoring for GP's, as an important means of sustaining our professional colleagues

How to make a mentor

Mike Udin, Director of Succeed with People, Fellow of the Chartered Institute of Personnel Development. Cambridge.

This presentation will compare and contrast mentoring skills and mentoring qualities. Mike will address how those selected can be trained to be effective and explain some models and key concepts. He will illustrate his presentation with examples from a broad range of organisations and encourage group participation.

The experience of the Bristol GP co-mentoring scheme

Jo Hennessey, Education Advisor to the Bristol GP Education Team, Bristol .

We will look at this (year old) scheme in Bristol, considering, amongst other things, how we set up and maintain interest in the scheme, funding implications, what the scheme involves, the models we use, the benefits and challenges of co-mentoring, applications for multi-professional learning, how do we assess benefits to the individual?

HOW TO BOOK

Date & venue

The 1 Day conference will take place on Wednesday 18th May 2005. The venue for the day is The East Midlands Conference Centre, Nottingham.

Fee

The fee for the 1 day conference is £175.00 + £30.63 VAT = £205.63 if you book **before 1st April 2005**. £225.00 + £39.38 VAT = £264.38 thereafter. Morning and afternoon refreshments, lunch and all workshops are included in the price. **Fees must be paid in advance.**

How to register

Send your registration form with a cheque, drawn on a UK bank, made payable to 'Cygnus Mentoring & Professional Development', 79a High Street, East Grinstead, West Sussex, RH19 3DD or fax the form to +44 (0) 1342 321199. When we

receive your registration we will send you confirmation, invoice receipt and map of the venue.

Please note we require payment in advance. If you have not heard from us before the event, please call to ensure we've received the booking.

How to pay

You can pay by cheque (drawn on a UK bank) payable to 'Cygnus Mentoring & Professional Development' or by bank transfer to: Lloyds TSB, Account number 1362562, Sort code 30-92-92 Please quote delegate name and conference code CONF02 on all payments.

Enquiries

If you have any questions about registration or payment or require further details of the conference, please call Caroline Harborow +44 (0) 1342 321172.

Cancellations

Cancellations may be made by telephone but must be confirmed in writing. Please quote the appropriate reference CONF02. Cancellations made before 1st April are subject to a 10% administration fee. We regret that after this date we cannot give refunds although a substitute delegate is welcome

Venue

For further information about the venue, please contact:
East Midlands Conference Centre,
University Park, Nottingham NG7 2JD.
Telephone: 0115 951 3640
Fax: 0115 951 5018
Website: www.emcc.co.uk

Hotel accommodation

Hotel accommodation is **not** included in the conference fee. Please call Mia at the

Hotel Reservations Service on: 0115 951 3640 for further information about hotel accommodation in the area.

Documentation

If you wish to receive a copy of the documentation this can be provided post event at your request. Documentation will not be provided during the event. To request your free copy contact us by e-mail: caroline@cygnusmentoring.co.uk or telephone 01342 321172 .

For further information about Cygnus visit our website:

www.cygnusmentoring.co.uk



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Email:

caroline@cygnusmentoring.co.uk



Registration Form

Mentoring in Medicine Conference
Wednesday 18 May 2005



Please photocopy if you wish to register more than one delegate

Yes, I would like to register for: The 1-day conference *Mentoring In Medicine 2005* Ref: CONF02

Delegate details *(please write clearly in capital letters)*

Title First name Surname

Company/organisation

Position

Address

Postcode

Telephone Fax

Mobile

e-mail address

Where did you hear about the conference? ASME BMJ HSJ Cygnus website Direct email

Other *(please state)* _____

Workshops

Yes I would like to register for the following workshops

(Two on the day): Please select 4 workshops and number in order of preference (1 & 2 being your most favoured options). We will endeavour to place you in your first and second choice. Please note that each of the workshops will run twice.

- | | |
|---|--|
| <input type="checkbox"/> Mentoring for trainees | <input type="checkbox"/> Communication in mentoring |
| <input type="checkbox"/> Doctors for doctors unit-experiences of setting up a new service | <input type="checkbox"/> Keeping the key players: Mentoring and coaching for career transition |
| <input type="checkbox"/> Assessment then what? | <input type="checkbox"/> Mentoring scheme managed by a deanery |
| <input type="checkbox"/> Extending a scheme for doctors in difficulty | <input type="checkbox"/> How to make a mentor |
| <input type="checkbox"/> Executive coaching for high fliers | <input type="checkbox"/> The experience of the Bristol GP co-mentoring scheme |

Payment

Early Bird: £175.00 + £30.63 VAT = £205.63 **After 1st April:** £225.00 + £39.38 VAT = £264.38

I enclose a cheque for: £ _____ payable to **Cygnus Mentoring & Professional Development**

Signed _____ Date _____

Please quote code CONF02 and the delegate's name on all payments (This booking is not valid unless signed)

Have we addressed you correctly? We realise how irritating it can be to receive multiple copies of the same brochure or incorrectly addressed mail. We are anxious to resolve this problem so, if your details are incorrect or you get several identical envelopes, please send them back with a covering note.

We reserve the right to alter or cancel the event due to circumstances beyond our control © Cygnus Mentoring & Professional Development 2003. **Please note** the programme is subject to change

BOOK NOW and return your completed form(s) to:

Post: Cygnus Mentoring & Professional Development, 79A High Street, East Grinstead, West Sussex RH19 3DD
Tel: 01342 321172 **Fax:** 01342 321199 **Email:** caroline@cygnusmentoring.co.uk