



# Core Skills in Mentoring Medical Professionals

20th March 2010, London,  
Radisson Edwardian New Providence Wharf Hotel



Passionate about People, Performance & Health



medicology

This course is part funded by MANSAG, reducing your cost of attendance

# MANSAG Core Skills in Mentoring Medical Professionals

CPD Points: 5, This is a 1 day course

MANSAG believe's mentoring is perhaps one of the most powerful and effective strategies for realising potential in individuals

Mentoring medical professionals can be an enormously rewarding experience for both mentee and mentor. Adoption of effective mentoring practises can help individuals develop self-reliance in their learning whilst over-coming unfamiliar challenges with support where needed. This programme provides an effective mentoring framework from initiation to closure, including all of the practical strategies necessary to make it successful.

## Programme Elements

- Mentoring in the healthcare environment
- Understanding the mentoring approach
- Different types of mentoring for different purposes
- Proactive versus reactive mentoring
- Getting the best from the learning relationship
- Setting expectations and contracting
- Implementing the mentorship contract
- Boundary setting in mentoring relationships
- 5 point process for effective mentoring
- Structuring mentoring sessions for maximum output
- Balancing directive, reflective and didactic methods
- Developing a repertoire of reflective questions
- Getting the first session right
- Ensuring common understanding & expectations
- Creating the game plan
- Setting SMART learning goals, milestones
- Using lead and lag indicators to assess progress
- The first 90 days – ensuring realistic goals
- Defining the areas of focus
- Different staff grades & types – different needs & approaches
- Cultural issues, sensitivity and needs in mentoring
- Core principle in mentoring new consultants
- Core principles in mentoring juniors
- The impact of individual wiring on the mentoring relationship
- Tailoring communication & learning styles to individuals
- Active listening skills in mentoring
- Bringing closure to the mentoring relationship

## Course Details:

<b>CPD Points:</b>	5
<b>Duration:</b>	1 day
<b>Registration Time:</b>	9:15
<b>Start Time:</b>	9:45
<b>Finish Time:</b>	16:15
<b>Maximum Delegates:</b>	25

**Format:** Meeting room based course

### Dress Code:

Comfortable and relaxed, rather than formal

### Accommodation Arrangements:

Accommodation is **not** included.

### Included In The Registration:

Registration is fully inclusive of attendance, all refreshments, restaurant, buffet of working lunch and all materials used on the course.

Certificate of attendance will be issued.

## Cost

This programme is partly funded by MANSAG

**£60** for MANSAG members (**£75** if booked after 20th February)

**£100** for non-members.

No VAT is payable thanks to MANSAG's charitable status

## Compelling Reasons to Attend

- Develop learning self-reliance in those you mentor
- Ensure that your mentoring is efficient, effective and goal-centred
- Build key adult learning principles into the mentoring process
- Strengthen the support available to junior doctors in MANSAG
- Opportunity to meet with your mentee at the 'meet and greet' in the evening
- Empower mentees to achieve their professional goals

# About This Course

## Course Type & Teaching Methods

The Medicology approach consists of an effective balance of practical skills with solid academic underpinnings. Your course will have an appropriate reliance on slide presentation, backed up with case studies, discussion exercises, group work, individual exercises and examples. The emphasis is on creating a stimulating, fun, interactive environment that helps you enjoy the journey whilst ensuring you gain the necessary practical application of your new found abilities.

## Course Accreditation/CPD

Medicology courses are accredited through the CPD Certification Service at a level of 5 points per day, meaning that we have undergone formal assessment to ensure that our courses overall, course content, trainers and how we approach learning are of the highest standards. The CPD Certification Service is used by a variety of healthcare providers such as Health Service Journal Conferences, as a robust quality assurance system.

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## How To Book

Medicology are acting as event management support and will handle all bookings



### Phone:

You can book over the phone by calling **01332 821260**



### Online:

Go to [www.medicology.co.uk/MANSAG](http://www.medicology.co.uk/MANSAG)



### Post:

Fill out the registration form at the back of this brochure and post it back to -

**Registrations, Medicology Ltd, Oxford House, Stanier Way, Wyvern Business Park, Derby, DE21 6BF**

To book online go to: [www.medicology.co.uk/MANSAG](http://www.medicology.co.uk/MANSAG)

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# About Medicology

## Tutor Provision & Event Management

### An Introduction

Although many of you may already know Medicology, let's assume you don't. We are an organisation that is passionate about health and the people that deliver healthcare. We are wholly focused on encouraging both the passion and will to lead, as well as the capacity, knowledge and skill to be exceptional at it. We are the largest provider of open-course learning in the field of leadership & management for clinical staff, especially doctors. That position reflects the passion that we bring to our work, reflected in both our mission and vision. We believe that the NHS can be great once more and we are committed to helping achieve that from the clinical coal face to the highest possible levels.

We are privileged to serve you in this programme and we commit to assisting you in any way we can as you grow into the leaders of tomorrow and help restore greatness to the NHS.

### Andrew Vincent DipM MCIM DMS - Managing Director & Lead Consultant/ Trainer

Andrew has a senior management background across healthcare encompassing pharmaceuticals, biotechnology, medical devices and training! An energetic leadership, management & personal performance specialist, his particular fortes include leadership development for senior health service staff, including consultants, clinical directors & boards, management development across all levels of health service staff, with an emphasis on alignment with key organisational goals and resolving complex challenges, including low morale, significant change, disengagement, conflict, clinical/managerial divides, inertia and crises.

### Sara Watkin MD MBChB FRCPC - Medical Director

Sara's healthcare experience spans 20 years encompassing tertiary care, secondary care, primary care and managed clinical network level. This gives rise to enormous insight into the healthcare environment, the current reconfiguration agenda and increasing emphasis on clinical quality & safety. As Consultant Neonatologist for 12 years and Clinical Director for 7 years, she has considerable experience at the sharp end of healthcare delivery, accountability and organisational infrastructure. Her role as Clinical Lead for a Managed Clinical Network has been illuminating to the challenge facing healthcare reform.

# About MANSAG Mentorship Scheme (MMS)

## Medical Association of Nigerians Across Great Britain

MANSAG believes that mentoring is one of the most powerful and effective strategies for realising potential individuals.

As the only body representing Nigerian medical doctors and allied professionals in the UK, MANSAG launched the MANSAG Mentoring Scheme (MMS) as a way to channel the wealth of experience amongst senior members of the organisation in order to provide direct one-to-one support to junior members of MANSAG.

The aim of MMS is to offer support and guidance to junior doctors within their area of specialist interest as they develop their career. It is recognised that successful careers depend not only on strong clinical skills and academic excellence but also on making the right career choices that will allow people to reach their full potential.

We envision MMS mentors will become well-equipped to empower their mentees with the skills required to reach their full potential in their professional goals.

### Nkem Onyeador MBChB BSc (Hons) MRCPC - MANSAG Mentorship Co-ordinator

Nkem Onyeador is the Junior Doctors Representative and MANSAG mentorship co-ordinator. She has served on the MANSAG committee as Social and Welfare secretary since October 2008. Her passion for mentorship was kindled as she regularly attended the MANSAG Scientific conferences and realised the great wealth of experience within the MANSAG membership body. With new junior doctors increasing in numbers in MANSAG she saw the great potential for mentoring within the MANSAG community. Subsequently MMS (MANSAG Mentorship Scheme) has been running for the past year to facilitate this mentoring relationship. She has a paediatric training background with an interest in Paediatric Gastroenterology and Nutrition.

# Registration Form

Post, Fax, Call or do it Online

medicology



**PLEASE PRINT DETAILS**

We're saying please try to make it neat so we can read it!

## Course Details

Course Name: MANSAG Core Skills in Mentoring Medical Professionals

Course Date: 20th March 2010

## Personal Details

Title: (Please circle the correct one) Professor Dr Mr Mrs Miss Ms

First Name:

Surname (Family Name):

Job Title:

Clinical Speciality:

Any special diet and access requirements?

## Location/Contact Details

Hospital / Clinic / Trust:

Home Address:

Main Telephone:

Mobile Number:

Email Address:

(Compulsory for all registrations)

## Booking Signature

I understand that I am making a firm booking and that I am subject to the full terms and conditions as stated on the Medicology Ltd website

**Signed**

**Date**

**Once completed please Fax or Post this back**

### Post this form back to...

Registrations, Medicology Ltd, Oxford House,  
Stanier Way, Wyvern Business Park, Derby, DE21 6BF

### Fax

This back to...  
01332 821262

### Call

Us on...  
01332 821260

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