

# Mentoring in Medicine Conference 2004

20th-21st April 2004

East Midlands Conference Centre, Nottingham



CYGNUS

A Cygnus Mentoring & Professional  
Development Conference

A two-day conference on the applications of  
mentoring in the medical professions...



*... a way forward*

Book before 1st March 2004 and **SAVE £60**

# PROGRAMME

## DAY ONE

- 8.15-9.00** **Arrival and Registration**
- 9.00-9.15** **Welcome and Overview of the Conference**  
By Chairman **Dr Peter Harborow**, Director of Cygnus Mentoring, former GP Principal, GP Tutor, Trainer and VTS Organiser
- 9.15-9.45** **The Importance of Mentoring in the Health Service**  
**Professor Patrick Pietroni**, Director-Educational Support Unit, London
- 9.45-10.15** **Prescription for Change**  
**Dr Susan Kersley**, Life Coach, Retired Doctor and Author of 'Prescription for Change'
- 10.15-10.45** **What is Happening with Mentoring in the United Kingdom?**  
**Dr Jolyon Oxley**, Mentoring Consultant and Former Medical Director of the National Society for Epilepsy
- 10.45-11.15** **Good Practice in Mentoring**  
**Professor Ruth Chambers**, GP, Professor of Primary Care Development at Staffordshire University, and Head of Stoke-on-Trent Teaching PCT Programme
- 11.15-11.45** **Tea and Coffee break**
- 11.45-13.00** **WORKSHOP ONE**
- 13.00-14.00** **Lunch**
- 14.00-14.30** **Setting up Mentor Schemes**  
**Ms Caroline Doherty**, CD Mentoring Programme Coordinator – Education Support Unit, London
- 14.30-15.00** **Selecting and Training Mentors**  
**Mr Mike Udin**, Independent Management Consultant, Director of Succeed with People, and Fellow of Chartered Institute of Professional Development
- 15.00-16.15** **WORKSHOP TWO**
- 16.15-16.45** **Tea and Coffee break**
- 16.45-17.30** **Themes from the day**  
Panel discussion, Speakers and Workshop Facilitators
- 17.30** **End of Day One**
- 19.30** **Gala Dinner**  
To be held at the Village Hotel, Nottingham  
After dinner speaker **Dr Roger Neighbour** – President of the Royal College of General Practitioners

## DAY TWO

- 9.00-9.15** **Themes from Day One**  
By Chairman **Dr Peter Harborow**, Director of Cygnus Mentoring, former GP Principal, GP Tutor, Trainer and VTS Organiser
- 9.15-9.45** **When Doctors Get Damaged – a View from the Front Line**  
**Professor David Haslam**, Chairman of the Royal College of General Practitioners, Professor in Primary Health Care at Demontfort University
- 9.45-10.15** **How Appraisal, Revalidation and Mentoring are related**  
**Dr John Hasler OBE**, Director of Edgecumbe Consulting and former GP Dean of the Oxford Deanery
- 10.15-10.45** **Helping Doctors in Difficulties**  
**Dr Nancy Redfern**, Associate Dean Newcastle upon Tyne
- 10.45-11.15** **Working with the National Clinical Assessment Authority**  
**Dr Jenny King**, Managing Director of Edgecumbe Consulting Ltd, Bristol
- 11.15-11.45** **Tea and Coffee break**
- 11.45-13.00** **WORKSHOP ONE**
- 13.00-14.00** **Lunch**
- 14.00-14.30** **Possibilities and Pitfalls in Mentoring**  
Elephant Traps for the unwary  
**Dr Anne Lee**, Next Chapter Ltd and Associate Lecturer with the University of Surrey
- 14.30-15.00** **Making The Links – How we are developing a supportive reflective network in the north east**  
**Dr Jane Dammers** and **Dr Gail Young**, Co-Coordinator Primary Care Choices Mentoring Programme, Newcastle and North Tyneside
- 15.00-16.15** **WORKSHOP TWO**
- 16.15-16.45** **Tea and Coffee break**
- 16.45-17.30** **Action for the Future**  
**Dr Peter Harborow**, Director of Cygnus Mentoring, former GP Principal, GP Tutor, Trainer and VTS Organiser
- Themes from the Conference**  
**Networking**  
**Evaluation**
- 17.30** **DEPART**

### The objectives of the conference are to:

- Identify what makes mentoring work
- Place mentoring in the framework of a modernising health service
- Explore the ways in which mentoring can be delivered
- Provide a forum to share experiences of the successes and pitfalls
- Develop a network of those interested in promoting Mentoring in Medicine

### Who should attend?

- The conference will attract all those with an active involvement with the use of mentoring as a key way of supporting doctors and other health care professionals:
- Mentors and mentees
  - Medical educationalists at all levels
  - Those responsible for the recruitment and retention of doctors

- Individuals and members of organisations with a responsibility for the welfare and development of the medical profession

For further information about Cygnus visit our website:

[www.cygnusmentoring.co.uk](http://www.cygnusmentoring.co.uk)

# WORKSHOPS

## DAY ONE *(choice of two workshops)*

Theme	Workshop	Workshop	Workshop
Schemes	<b>Selection of Mentors</b> Mr Michael Udin, <i>Independent Management Consultant, Director of Succeed with People</i>	<b>Mentoring as part of induction for new consultants</b> Dr David Black, <i>Associate Dean responsible for professional performance in secondary care, London Deanery</i>	<b>Developing Mentoring Programmes with GP Non-Principals</b> Ms Caroline Doherty, <i>CD Mentoring Programme Coordinator – Education Support Unit, London</i>
Models	<b>Coaching and Mentoring</b> Dr Natheera Indrasanen, <i>Director of Acuity Doctor</i>	<b>Co-Mentoring</b> Paul Sackin, <i>GP, VTS Organiser, Trainer, Cambridgeshire</i>	<b>Telephone Mentoring and Coaching</b> Dr Susan Kersley, <i>Life Coach, retired Doctor and author of 'Prescription for Change'</i>
Skills	<b>Experience of using a variety of models for Training Mentors</b> Dr Jane Dammers & Gail Young, <i>Coordinators Primary Care choices mentoring programme Newcastle and North Tyneside</i>	<b>Egan and the Mentoring model</b> Dr Nancy Redfern, <i>Associate Dean, Newcastle upon Tyne</i>	<b>Coaching for Career Development</b> Anita Houghton, <i>Associate Dean for the London Deanery</i>

## DAY TWO *(choice of two workshops)*

Schemes	<b>A Scheme for Supporting Doctors who have become ill</b> Dr Nancy Redfern, <i>Associate Dean, Newcastle on Tyne</i> and Dr John Harrison, <i>Consultant in Occupational Health at the Hammersmith Hospital</i>	<b>Coaching and Leadership</b> Ms Brenda Beecham, <i>Coach, Counsellor, Trainer 'Life Changes – Life Chances' and Dr Jane Dammers, Primary Care Choices mentoring programme, Newcastle and North Tyneside</i>	<b>Helping Doctors in Distress</b> Dr Anne Lee, <i>Next Chapter Ltd and Associate Lecturer with the University of Surrey</i>
Models	<b>Home-Work Balance</b> Mr Michael Udin, <i>Independent Management Consultant, Director of Succeed with People, and Fellow of Chartered Institute of Professional Development</i>	<b>The Boundaries of Coaching and Therapy</b> Dr Carol Barnes, <i>Chartered Psychologist and consultant with Edgcombe Group</i>	<b>Personality Types and Mentoring in Medicine</b> Dr Julia Oxenbury, <i>Associate Dean, Wessex Deanery</i>
Skills	<b>Developing Mentoring Skills using the simulated doctor</b> Dr Richard Sloan, <i>Associate Director of postgraduate general practice education, Yorkshire Deanery</i>	<b>Conflict Resolution</b> Dr Jeremy Shindler, <i>GP and Trainer, Watford</i>	<b>Gender Issues in Mentoring</b> Dr Rhona Knight, <i>GP and former GP tutor, Cambridgeshire</i>

# HOW TO BOOK

### Date & venue

The 2-day conference will take place on Tuesday 20th – Wednesday 21st April 2004. The venue for the two days will be The East Midlands Conference Centre, Nottingham.

### Fee

The fee for the 2-day conference is £345 + £60.38 VAT = **£405.38** if you **book before 1st March 2004**. £405 + £70.88 VAT = **£475.88** thereafter. Morning and afternoon refreshments, lunch, conference dinner, and all workshops are included in the price.

**Fees must be paid in advance.** For additional Gala Dinner guest, price is £25 + £4.38 VAT = £29.38.

### 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 CONF01 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 CONF01. Cancellations before 8th March 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](http://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](mailto:caroline@cygnusmentoring.co.uk) or telephone 01342 321172.



**Phone:**

+44 (0) 1342 321172



**Fax:**

+44 (0) 1342 321199



**Email:**

[caroline@cygnusmentoring.co.uk](mailto:caroline@cygnusmentoring.co.uk)



# Registration Form



CYGNUS

## Mentoring in Medicine Conference Tuesday 20th to Wednesday 21st April 2004

Please photocopy if you wish to register more than one delegate

**Yes, I would like to register for:** The 2-day conference *Mentoring In Medicine 2004*

Ref: CONF01

### 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  Cygnus website  Direct email  Other \_\_\_\_\_

### Workshops

**Yes** I would like to register for the following workshops

**(2 per day):** please select four workshops per day 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 on each day.

#### Tuesday 20th April 2004 (2 per day)

##### Schemes

- Selection of Mentors
- Mentoring as part of induction for new consultants
- Developing mentoring programmes with GP non principals

##### Models

- Coaching and Mentoring
- Co-mentoring
- Telephone mentoring and coaching

##### Skills

- Experience of using a variety of models for training mentors
- Egan and the mentoring model
- Coaching for career development

#### Wednesday 21st April 2004 (2 per day)

##### Schemes

- A scheme for supporting doctors who have become ill
- Coaching and leadership
- Helping Doctors in Distress

##### Models

- Home Work Balance
- The boundaries of coaching and therapy
- Personality types and mentoring in medicine

##### Skills

- Developing mentoring skills using the simulated doctor
- Conflict resolution
- Gender issues in mentoring

### Gala dinner

**YES**, I would like to attend the complimentary conference dinner on Tuesday 20th April at the Village Hotel, Nottingham

Ref: GALA01

**Additional Gala dinner guest(s)** – £25.00 + £4.38 VAT = £29.38. Number of additional guests @ £29.38 pp \_\_\_\_\_

Name of guest(s) \_\_\_\_\_

Please state any dietary requirements for you and your guest(s) \_\_\_\_\_

**Payment** – Early bird £345.00 + £60.38 VAT = £405.38. After 1st March – £405 + £70.88 VAT = £475.88

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

Signed \_\_\_\_\_ Date \_\_\_\_\_

Please quote code CONF01 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