

Mentoring in Medicine Conference 2006

Friday 26 May 2006

Hotel Russell, Russell Square, London



CYGNUS

A Cygnus Mentoring & Professional
Development Conference

Mentoring FOR a *successful*
professional *and* personal CAREER



Book before
1st May and
SAVE £59

PROGRAMME OF THE DAY

09.00 Arrival and Registration

09.30 Introduction & Welcome from the Chairman

Dr Peter Harborow, Director of Cygnus

Peter Harborow will set the scene for the day's conference – the availability of mentoring for all in the health sector and preparing those mentors for a professional approach to the art of mentoring.

09.45 The Scope of Mentoring in the Healthcare Sector

Dr Bob Garvey, The Mentoring and Coaching Research Unit, Sheffield Hallam University

The health sector is in a constant state of change. People respond to change in various ways and research shows that when people are supported in change and have opportunities to view change as a learning opportunity, the responses are more positive. Mentoring is one way in which people can support each other to learn and to face change. Drawing on considerable experience across all sectors and in particular the health sector, Dr Garvey will address the following questions: What is mentoring? How does it work? Why is it powerful? Where is it employed? How is it organised and what are the key benefits?

10.15 Professional competence and standards in the delivery of mentoring services in health care settings

Pauline Willis CPsychol, EMCC

Whilst a great deal of mentoring is delivered informally there is increasing pressure for all mentoring practitioners to attain specialised qualifications and work within sets of standards specifically for mentoring services management and provision. Pauline will overview coaching and mentoring standards setting initiatives currently in development within the UK. She will also present the professional competency framework for coaching and mentoring identified through the EMCC's Standard Project which is being used to support coaching and mentoring standards development in the UK.

10.45 Tea and Coffee Break

11.15 Delivering the Core Curriculum for Mentors

Dr Nancy Redfern, Specialty Dean Director, Northern Deanery. *Dr Peter Harborow*, Director, Cygnus Mentoring & Professional Development

This presentation will address the construction of a curriculum for mentors. It will concentrate on the mentor's ability to build the working relationship with the mentee and the skills needed to do so. It will define Egan's core model for mentoring and explore other models and their application.

11.45 WORKSHOP ONE

13.00 LUNCH

13.45 Mentoring across the Healthcare Professions: A way forward developing mentoring in an acute trust

Vicky Osgood MBBS FRCOG, Portsmouth Hospitals NHS Trust

A decision was made to introduce mentoring into a large acute trust. A course modelled on that in the Northern Deanery was commissioned and was open to all staff in the Trust. Three courses have now been run and some of the original graduates have started facilitating courses. The course has been evaluated by participants and both the overall mentoring and generic skills have been highly valued. An evaluation of the programme and particularly the concept of mentoring across roles will be discussed.

14.15 WORKSHOP TWO

15.30 Tea and Coffee Break

16.00 Panel discussion and open question round

16.30 DEPART

CPD applied for

ABOUT OUR KEYNOTE SPEAKERS

Dr Bob Garvey

Dr. Bob Garvey is one of Europe's leading authorities in mentoring with a PhD in mentoring research. He leads the work of MCRU and has been involved in and led a range of evaluation and research projects, conducted mentoring and coaching workshops and established schemes with NHS and private sector organisations. Bob is an author of *The Mentoring Pocket Book*, *Mentoring in Schools Pocket Book* and designer of the video *Mentoring Conversations*. Members of MCRU recently published *Mentoring in Action: A practical Guide*. He also edits the *International Journal of Mentoring and Coaching* and has published many papers on mentoring and coaching and is a member of the European Mentoring and Coaching Council.

Pauline Willis

Pauline Willis is a Chartered Occupational Psychologist with Lauriate Ltd. specialising in coaching & mentoring programme design, delivery and evaluation. Working with the European Mentoring & Coaching Council (EMCC) Pauline has provided advisory and consultancy services in support of the EMCC Standards Research Project. She was a founding board member of the EMCC as well as co-founder of The Coaching & Mentoring Network and continues to contribute to this professional community practice both as a member of the CIPD Coaching at Work Faculty and as Chair of the British Psychological Society's Special Group in Coaching Psychology.

Dr Nancy Redfern

Dr Nancy Redfern is a consultant anaesthetist in Newcastle and is also Specialty Dean Director at the University of Newcastle upon Tyne. She has been involved in the mentoring training for the Northern Deanery since its inception in 1995, and now co-facilitates on the course and is involved in a number of courses elsewhere in the

country, for Royal Colleges, Trusts and other Deaneries. She uses the skills with individuals, and is part of the Trust mentoring network, who offer each new consultant the opportunity to have a mentor. In her Deanery work, she uses mentorship to support doctors who get into difficulty. The appraisal skills training courses she runs for consultants are partly based on mentoring skills. As a consultant she has extensive experience of educational planning, appraisal and assessment of trainees, and managing doctors who have difficulties.

Dr Peter Harborow

Dr Peter Harborow is director of Cygnus Mentoring and Professional Development. He is also a sessional GP, since ceasing full time general practice four years ago. Having been involved in mentoring and mentor training since 1990, he has seen the benefits that mentoring offers to doctors and others in the development and direction of their careers. He has set up a number of training programmes in the basic art of mentoring, which he and his team have offered to individuals at the Royal Society of Medicine and organisationally in hospital trusts. He has designed and delivered a trust based programme for the generic professional skills of foundation years doctors and has been active in the ongoing skills development of appraisers.

Vicky Osgood

Vicky Osgood has been a consultant obstetrician for 11 years. For the past nine years she has been involved in education most recently as Director of Postgraduate Medical and Dental Education at Portsmouth Hospitals NHS Trust. While in Portsmouth she has co-developed the ALERT course a multiprofessional course in Acute care. She is currently seconded from her clinical role as medical advisor to the Workforce Review Team who are responsible for multiprofessional workforce planning for England.

Introduction

This is the third conference on mentoring in medicine and we have concentrated on the preparation of mentors for their role. In our platform speeches and workshops we will be exploring the scope of mentoring in the NHS as a multi-professional organisation. In particular we will be considering the preparation of mentors and the competencies that they need to be effective in a rapidly changing NHS.

Aims and objectives:

- To expand the horizons of mentoring within a changing NHS culture
- Explore how mentoring is expanding in the organisation
- Set the standards for mentoring
- Preparing mentors to be effective and professional
- Applying the skills of mentoring to develop and support the people working in the NHS

Who is this conference for?

This is an ideal opportunity for anyone interested in mentoring in a medical field to network with other mentors and is open to any healthcare professional. We also welcome those who have educational or managerial responsibility for the training, support and development of the workforce.

WORKSHOPS

What Makes Developmental Mentoring Work?

Ms Caroline Doherty – Doherty Associates

What makes mentoring programmes in the NHS thrive. Drawing on her experience of designing and managing developmental mentoring programmes for GPs, consultants, nurses and managers in the NHS, Caroline will share what she believes to be the essential dimensions of an effective mentoring programme. Using her mentoring programme framework, participants will have an opportunity to assess their own mentoring programmes (and plans for programmes) in order to identify strengths and areas for development.

Group and individual mentoring for GP Registrars – Experience in The Northern Deanery'

Jane Dammers and Brenda Beecham – Primary Care Choices Mentoring Programme in association with the Northumbria GP Vocational Training Scheme

The Northumbria GP Vocational Training Scheme has been offering individual confidential mentoring for GP registrars through an independent mentoring scheme – Primary Care Choices. This workshop will describe a recent pilot to offer mentoring in a group to GPRs over a period of six months. Eight GPRs participated, the attendance rate was very high and the feedback was positive. Working as a group may have provided additional and/or different benefits over and above the individual, one to one mentoring experience. Participants in the workshop may be interested in exploring how this model or variations of it may work in their own locality.

Bullying: Diagnosis and treatment – How do you know if it's bullying

Dr Anita Houghton, The Working Lives Partnership

Mentors will often be in the position of helping others deal with relationship problems, and sometimes it may be bullying. Bullying can be difficult to deal with, as definitions can vary, and often you are dealing with subjective opinion. This workshop takes a clear-headed look at the question 'What is bullying?', and gives a framework for diagnosis. There will be time then to discuss examples and what the mentor can do to help.

Challenges of Introducing a Mentoring Scheme into Secondary Care

Dr Ian Curran – Clinical Tutor and Associate Director of Medical Education at Barts and The London NHS Trust Hospital

Exploring the many challenges faced when trying to introduce developmental mentoring into a secondary care environment. It will provide an overview of the fundamental challenges, reflect upon difficulties encountered, discuss possible solutions and create a forum for discussing the issues raised. The potential value of mentoring as a professional development tool in the secondary care sector can only be fully exploited when the contextual challenges to its implementation are fully appreciated. We will use experience from the new consultant mentoring programme introduced at Barts and the London as a case study to explore these themes.

Mentoring for Career Development – Best practice in providing career support to trainees

Dr Caroline Elton – Careerworks

Modernising Medical Careers has profound implications for the timescale in which junior doctors are going to have to make career decisions. This interactive workshop will present a simple four stage approach to career planning that trainees (and indeed fully qualified GPs and hospital consultants) can use to help them make career decisions. Participants will be asked to consider the particular career dilemmas that trainees bring to them. In turn, the 4-stage approach will be used as a framework for discussing how best to support trainees who are facing these particular career dilemmas. By the end of the workshop participants should have a clearer understanding of what constitutes a good career decision, and how they can best help their trainees with the particular career decisions that they face during the foundation programme.

Understanding doctors' performance difficulties

Rosemary Field – National Clinical Assessment Service (NCAS)

Describing factors that may impact on the performance

of a doctor and present themes emerging from an analysis of 50 assessments carried out by NCAS. It will provide information about the NCAS Back on Track project. In addition, there will be opportunity for discussion about the use of mentoring to help doctors in difficulty following local, NCAS or GMC procedures.

Mentoring and supervision: Developing concepts and promoting skills

Dr John Launer – London GP Deanery; Tavistock Clinic (Tavistock and Portman NHS Trust)

Clinical supervision is now routine in many professions including nursing and numerous mental health careers. It often has both a developmental function and a monitoring one, depending on the work setting and the roles of supervisor and supervisee. Formal clinical supervision is unusual in medicine, but informal supervision takes place in many situations including team meetings, conversations over coffee, and in the context of mentoring relationships. This workshop will present the work being done at the London GP Deanery to develop concepts and promote appropriate skills for clinical supervision and mentoring among GPs and GP educators.

Mentoring for Development of Leadership

Dr Peter Jenkins – GP, Educationalist

Mentoring should encompass the domains of: Career development and progression in a new environment; Coping with unexpected challenges; Development in a career framework that offers many potential pathways; Those who are concerned about meeting the demands of their professional careers.

An important component of all the above relates to the understanding and development of leadership skills – especially, maybe, for those who find themselves 'thrust' into leadership as opposed to seeking it – although both have their challenges.

In the workshop we will explore, in a very interactive format, the issues that surround Leadership, its demands and theoretical background, and the importance of mentoring individuals who find themselves in this field for whatever reason.

HOW TO BOOK

DATE & VENUE

The 1 day conference will take place on Friday 26th May 2006. The venue will be The Hotel Russell, Russell Square, London.

FEE

The fee for the 1 day is £180 + VAT (£31.50) = £211.50 if you book before 1st May 2006. £230 + VAT (£40.25) = £270.25 thereafter. Morning and afternoon refreshments, lunch and all the workshops are included in the price. Fees must be paid in advance.

HOW TO REGISTER

Post your registration form and cheque, 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 and Professional Development or by bank transfer to: Lloyds TSB, Account number 1362562, Sort Code 30-92-92. Please quote delegate name and conference code CONF03 on all payments.

ENQUIRIES

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

CANCELLATIONS

Cancellations may be made by telephone, but must be confirmed in writing. Please quote the appropriate reference CONF03. Cancellations before 1st May are subject to a 20% 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: The Hotel Russell, 1-8 Russell Square, London, WC1B 5BE
Telephone: 0207 837 6470
Fax: 0207 837 2857

HOTEL ACCOMMODATION

Hotel accommodation is NOT included in the conference fee. Should you require overnight accommodation please contact

reservations on: 0207 837 6470 for details of accommodation.

DOCUMENTATION

If you wish to receive a copy of the documentation, it will be available online after the event on our website where you can download the information: www.cygnusmentoring.co.uk
Documentation will not be provided during the event, unless the speakers or facilitators wish to.

For further information about Cygnus visit our website:
www.cygnusmentoring.co.uk



Phone:

+44 (0) 1342 321172



Fax:

+44 (0) 1342 321199



Email:

caroline@cygnusmentoring.co.uk

Registration Form

Mentoring in Medicine Conference
Friday 26 May 2006



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 2006* Ref: CONF03

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 AME BMJ Cygnus website Direct email Attended last year
 Colleague Postgraduate Centre BHMA 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, however please note that the programme and workshops are subject to change.

- | | |
|--|---|
| <input type="checkbox"/> What Makes Mentoring Work? – Ms Caroline Doherty | <input type="checkbox"/> Mentoring for Career Development – Caroline Elton |
| <input type="checkbox"/> Group and Individual Mentoring for GP registrars – experience in the Northern Deanery – Jane Dammers & Brenda Beecham | <input type="checkbox"/> Understanding Doctors' Performance Difficulties – Rosemary Field |
| <input type="checkbox"/> Bullying: Diagnosis and Treatment – Dr Anita Houghton | <input type="checkbox"/> Mentoring and Supervision: developing concepts and promoting skills – Dr John Launer |
| <input type="checkbox"/> Challenges of Introducing a Mentoring Scheme into Secondary Care – Dr Ian Curran | <input type="checkbox"/> Mentoring For Development of Leadership – Dr Peter Jenkins |

Fax back your completed form NOW to hold your place: 01342 321199

Payment

Early Bird: £180 + VAT (£31.50) = £ 211.50 **After 1st May:** £230 + VAT (£40.25) = £270.25

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

Signed _____ Date _____
Please quote code CONF03 and the delegate's name on all payments (This booking is not valid unless signed)

Dietary requirements Please specify _____

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 2006. **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