

North Bristol NHS Trust

Escorting doctors to the dark side: Easing the transition into management

> Katie Barnard Clinical Librarian North Bristol NHS Trust





Photo from North Bristol NHS Trust gallery. Source: <u>https://www.nbt.nhs.uk/about-us/news-media/gallery</u>



Action learning

- An approach used to explore solutions for real life problems.
- Done though a formalised 'set'
- Each participant is given a chance to present their individual dilemma, and, with support of the group, come up with practical actions



Presentation overview

Development of the new consultant programme

- The action learning element
- Benefit for our Library and Knowledge Service (LKS)
- How it was received





Deputy Medical Director

Clinical Psychologist

Leadership Manager



Image from NHS Professionals. Source: http://southernhealth.nhsp.uk/recruitment-event.aspx

Clinical Librarian

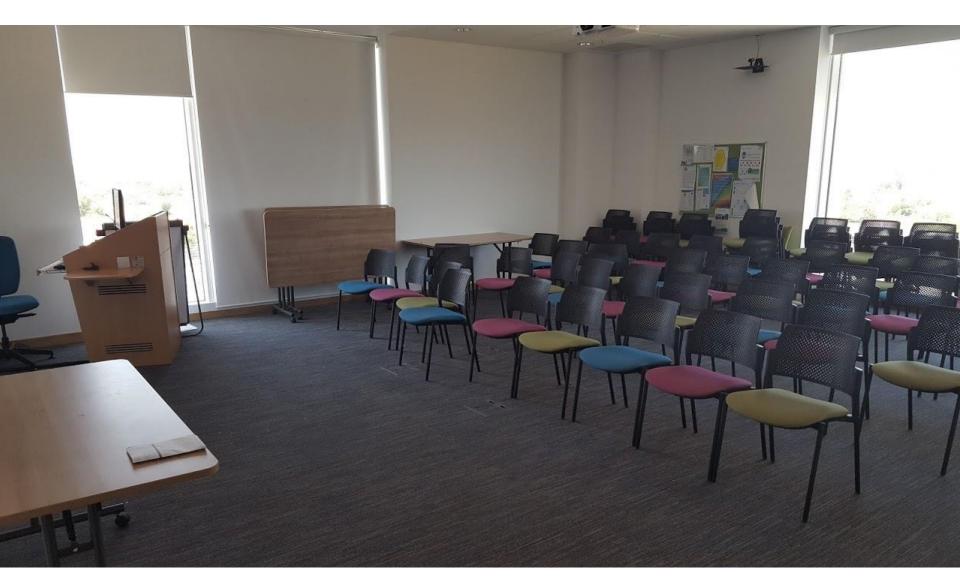




Programme structure

September 2017	Organisational Context 1
	Leadership at NBT
	The Trust's Strategy
November 2017	Organisational Context 2
	How NBT Operates
	Governance and Accountability
January 2018	Organisational Context 3
	The Financial Context
March 2018	Leading and Developing Teams
May 2018	The theory and practice of service development
July 2018	Resilience









Developing the programme...

Session planning

Attendee feedback

Action learning

LKS benefit



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"It is excellent that senior members of the trust are taking the time to help new Consultants develop"

> "Please continue this programme for future consultants as it is highly beneficial for development. This stuff is not covered in medical school or any detail in post-graduate training."

"I wish there'd been something like that when I'd been a new consultant"







Any questions?

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