



North Bristol
NHS Trust



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

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

Exceptional healthcare, personally delivered

Action learning

- An approach used to explore solutions for real life problems.
- Done through 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

The team

Deputy Medical Director

Clinical Psychologist

Leadership Manager



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

Clinical Librarian

LKS Manager

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



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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”



2018 / 2019



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Any questions?

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