**Faculty of Medical Leadership & Management**

**35000 Feet Programme**

**This document can be given to your Healthcare Trust or Health Board, Integrated Care Board or General Practice to gain their support for your participation on this valuable programme.**

We would like to inform you that an International Medical Graduate (IMG) clinician within your organisation is interested in developing their personal leadership and management skills by applying to attend the [FMLM 35000 Feet Programme](https://www.fmlm.ac.uk/events/35000-feet-what%E2%80%99s-stopping-you-landing), a *new* development programme specifically targeted towards International Medical Graduates.

The concept of 35000 Feet illustrates the journey the international graduates make from abroad and while they may have physically landed in this country, they may feel that they haven’t landed psychologically and often struggle, feeling like they don’t quite fit in, as they did in their home country.

To fulfil NHS recruitment over the next few years, the use of International Medical graduates will only increase as the NHS seeks to address care issues safely and fill vacancies quickly. Often, apart from PLAB Courses 1 and 2, communication programmes targeted towards clinical consulting skills during their training, very little additional development support to help adjustment is offered. International Medical Graduates often struggle silently in this new and often bewildering personal and work environment. Everyday challenges can often erode their confidence and self-belief, bringing massive compromises such as unfulfilled aspirations and hold them back on being the best version of themselves every day.

This self-leadership development programme is an experiential programme of facilitator-led learning with tools and strategies to improve areas such as developing team communication skills and dialogue, build confidence and strength in their ability to navigate the environment at work and life skilfully. It will help them to develop their individual skills to influence others effectively, manage and cope with conflict, develop resilience and wellbeing, explore renewed ways to grow and thrive in the UK and find dignity in their difference.

**The Programme**

* Primarily aimed at International Medical Graduates, of any speciality or career grade, who may be new, as well as those who have been in the UK for some time.
* An experiential 2 facilitator-led programme using a variety of tool, models and insightful group discussions to create meaningful development and change.
* 3 full days of facilitator-led development over 3 months, including one coaching session at pre-programme stage and with an optional second coaching session at the end of the programme with the programme facilitators.
* Three 21-Day Challenges between development days for participants to put learnings into practice.
* The development of reflection and reflexivity in their self-development using a Reflective Diary of practice.
* Participants will be asked to identify a mentor for their journey and beyond, formally or informally.

**Benefits to your organisation**

* Improved patient care and satisfaction from adapting to local and national needs.
* Filling of workforce gaps in challenging areas of specialty recruitment and retention.
* Development of more diverse perspectives and ideas in clinical practice.
* Enhanced communication skills & teamworking.
* Building a professional support network.
* Cultural competence development.
* Personal well-being improvement for staff.
* Increased staff satisfaction and retention.
* Enhanced global reputation for the organisation to attract new recruits.
* Creation of international collaborations.

**As an organisation you can support them by:**

* Accommodating requests for study leave.
* Providing financial support either wholly or partially.
* The price of the programme is £670 +VAT for FMLM members and £700 +VAT for non-members, plus the option of £100 for the additional end-of-programme coaching session with the programme facilitators.

**We would welcome a call from you if have any thoughts and would like a conversation. Email Sophie at: applied@fmlm.ac.uk and we can agree a time and date for a chat. Registrations can be made via the above email or via our programme web page** [**here.**](https://www.fmlm.ac.uk/events/35000-feet-what%E2%80%99s-stopping-you-landing)

