

## **Coaching for GP leadership development**

### **Overview of the programme**

This is a coaching programme for GPs focussing on leadership and management development.

The structure of the programme is based on 1:1 coaching that targets particular subject areas that are of interest to the learner. The learner identifies what these subject areas are from the possible learning programmes below. This allows the learner to ensure that their programme is unique and specific to their needs and organisation focus.

These learning programmes have been developed by drawing on the extensive experience and expertise of the FMLM Coaching Network, and use the FMLM leadership and management standards as their structure.

### **Learning programmes**

The aim is for coaching sessions to offer a pick and mix menu of bite sized development to fit in with busy schedules. They will consist of a combination of focused training regarding leadership development and coaching aligned to improving outcomes for patients.

The learner reviews the subject choices below and reflects on which areas may be of most value and interest to them. This may not be obvious at first and can be clarified with the coach after the first meeting. The three sections of 'Self', 'Team player/Team leader' and 'Organisational responsibility and system leadership' are the three fields that the FMLM leadership standards cover.

### Learning programmes

Self	Team player / Team leader	Organisational responsibility and system leadership
<ul style="list-style-type: none"> <li>• Personal impact / gravitas</li> <li>• Handling emotional situations</li> <li>• Influencing and persuading skills</li> <li>• Strengthening resilience</li> <li>• Career planning</li> <li>• Time management and prioritisation</li> <li>• Work-life balance</li> <li>• Building confidence and dealing with the imposter syndrome</li> <li>• Understanding diversity as it relates to you and maximising your personal offer</li> </ul>	<ul style="list-style-type: none"> <li>• Effective meetings (before, during and after)</li> <li>• Understanding your communication skills</li> <li>• Dealing with difficult behaviour</li> <li>• Managing diversity</li> <li>• Inspiring and motivating others</li> <li>• Delegating and managing others</li> <li>• Listening and learning from others</li> <li>• Political astuteness</li> </ul>	<ul style="list-style-type: none"> <li>• Managing change</li> <li>• Networking skills and social media management</li> <li>• Navigating and understanding the NHS landscape</li> <li>• Strategic leadership and planning</li> <li>• Collaborating across boundaries</li> <li>• Dealing with ambiguity and uncertainty</li> <li>• Embracing the big picture</li> <li>• Strengthening understanding regarding safety and risk strategically</li> </ul>
<p>Depending on the amount of coaching you wish to purchase, you will be offered access to learning on these subjects.</p>		

### COST

#### £990 (3 coaching sessions)

This includes Personal Values identification and the choice of two of the subject areas from the learning programme above.

Please note that VAT will be added to all costs. Travel is not included and would be negotiated with the client.

Any other psychometrics you wish to access can be added for their individual cost (such as MBTI Step II for £100).

### Who are the coaches?

The success of any coaching or mentoring programme is largely based on the quality of the relationship between the learner and their coach. Therefore getting the right person to work with is essential.

The coaching team for this GP leadership development programme are highly experienced, quality checked by the FMLM and are all a part of the FMLM Coaching Network.

The Coaching Team:

Katherine Foreman – [MORE HERE](#)

John Aspden – [MORE HERE](#)

Alexis Hutson – [MORE HERE](#)

Liz McCaw – [MORE HERE](#)

Contact us to find out more about how these programme could help you or your organisation.

### Contact us

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