



Faculty of
**Medical Leadership
and Management
Applied**

FMLM Applied

Supporting individuals,
teams and organisations

FMLM vision

Our vision is to inspire and promote excellence in medical leadership to drive continuous improvement in health and healthcare in the UK.



Why is leadership important?

Leadership makes a tangible difference to healthcare outcomes. Research evidence demonstrates the effective medical leadership and engagement is linked to improvements in quality of patient care and organisational performance.

FMLM draws on the research evidence and the FMLM *Leadership and management standards for medical professionals*, to provide bespoke packages of support, tailored to healthcare professionals' needs.

What we do

FMLM Applied offers leadership and management expertise and hands-on support through our extensive network of high profile, experienced medical leaders and leadership development professionals.

We co-design programmes with you, bringing a unique delivery approach that draws on the skills of medical professionals and leadership experts.

Our programmes often include modules focused on:

- Understanding yourself
- Team working
- Influencing and negotiating
- Holding honest conversations
- Understanding organisations and systems

Bespoke leadership development programmes

We provide medical leadership programmes for individuals and teams in a variety of settings. These programmes help healthcare professionals understand themselves and others as well as develop the skills to lead, influence and navigate an increasingly complex world.

Development centres

Our programmes develop future leaders, as well as supporting others coming into leadership roles. Through our development centres organisations gain valuable, robust and balanced data providing an objective view of the skills and capabilities of the new generation of clinical leaders. You will also gain insight into your leadership talent pipeline and their development needs. Healthcare professionals, in turn, discover their own capabilities and areas for personal development.

Individual support

Individuals and teams can access:

- Executive coaching from qualified and experienced coaches
- Psychometric testing to unlock leadership potential
- The FMLM 360 feedback tool for current and aspiring medical leaders at various levels.

"This was not a PowerPoint Masterclass but based on real problems, practical tools and solutions."

What people have said about us

We are delighted to see the real difference our development programmes are making. The following feedback came from independent evaluation of our programmes.



Programme commissioners

Those who commissioned an FMLM Applied programme were assured by the:

- Reputable organisation skilled in leadership development
- Value of a bespoke design, tailored to participants in a facilitative approach, with in-depth understanding of site-specific issues
- Complementary team of facilitators who understand tools and experience in practice, are willing to support, challenge and hold participants to account and intended action.

"My mentor was thoughtful and professional. They skilfully helped me to challenge my negative thoughts about myself and my role. I now see a future within the NHS I could not have envisaged before."

Reported outcomes for individuals

Those on FMLM Applied programmes became:

- Focused, with greater clarity of purpose
- More confident and self-aware, with the courage to take on leadership roles
- More creative and innovative in their thinking
- Better prepared for managing challenging colleagues and difficult conversations
- Clearer in their understanding of complex NHS structures and systems
- More connected with their peers
- Familiar with organisational psychology and leadership approaches.

Teams

Teams experienced:

- More collaborative working: intra and inter-professionally
- More actively engaged clinicians in leading and managing
- Better team-working and improved performance
- More joined-up, honest and open relationships across teams and networks
- More medical leaders developed in-house
- Improvements due to new services and ways of working.

"...interactive workshops which created a working compact within the group for actions and activities which built trust, open communication, an understanding of others' issues and a 'delivery mindset'".

Organisations

Organisations found:

- Better medical engagement
- Fewer medical vacancies
- Better understanding of individuals' skills and experience
- Fewer admissions, improved mortality and other quality and safety indicators
- More and better integration from GP practices with other services
- More engagement with leadership roles.

Testimonials



"It's crucial that our consultant medical staff lead services which put patients at the centre of decision making. The medical leadership development programmes are designed to grow the right values, culture and compassion in our leadership behaviours.

"[FMLM] has developed and published standards for medical leadership and the Trust has adopted and embedded these standards in its medical leadership development programmes. The standards align with the Trust values, and give a recognised model for excellence in leadership and management for doctors".

Karen Vella, Deputy Director of HR, Leeds Teaching Hospitals NHS Trust

"I have fire in my belly for the first time in a long time. I was despondent before this course and now I know I can and will make a difference... I may be a small cog in the big wheel but I have been passionate about social prescribing so I am going to get out there and sell it - it will both benefit GPs and patients".

Jacky Glover, Practice Manager, Surrey Heartlands CCG

"The Faculty of Medical leadership and Management has, through its bespoke 7 day course, enabled twelve upcoming and bright new minds to rise up, take challenges head on, and question the status quo of how osteoporosis is seen and managed at present.

The different approach to a leadership programme that FMLM takes has provided the course participants with confidence, presence and a new ability to influence at local, regional and national levels with some amazing outcomes at the end of the course."

Fizz Thompson, Director, The Royal Osteoporosis Society

"The trust was removed from special measures in 2016, has sustained top national performance in a range of quality and safety indicators and achieved a significant improvement in engagement in the national staff survey. The FMLM programme provided the anchor and base from which this medical engagement began and was a vital tool for me as Medical Director".

Andy Haynes, Executive Medical Director, Sherwood Forest Hospitals Trust

Organisations we have worked with include:





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CONTACT US FOR MORE INFORMATION

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