

ACTIVATING FUTURE CLINICAL LEADERS CASE STUDY



Sussex Partnership
NHS Foundation Trust



AT A GLANCE

- eClips (Embedded Clinical Leadership in Practice Scheme) programme now in 7th year, successfully supported over 140 delegates
- Holistic development programme built on [FMLM Leadership and Management Standards for Medical Professionals](#) to develop leadership confidence
- Learning in practice approach - through leadership learning, reflection and application



"It has given me valuable insight to understanding strategy and working in the right pathway."

"Helping me to organise my strategy in such a way I can explain it to my colleagues."

"Excellent to hear from people who have many years of experience in the NHS"

Course delegates, 2022



"The impact of the eCLiPS programme has given our medical trainees confidence to lead and continue to do so after they complete the programme. Working with FMLM Applied is really collaborative and very supportive and creative. This has enabled us to think outside and beyond the original ambition of the leadership scheme. Together with FMLM Applied we are activating future clinical leaders, with leadership confidence, knowledge base and engagement with projects"

Dr Saleema Durgahee
Consultant Perinatal Psychiatrist



Visit fmlm.ac.uk/applied
Email applied@fmlm.ac.uk to discuss leadership solutions

A highly successful bespoke leadership programme now in its seventh year, for Specialty and Associate Specialist (SAS) and Specialist Training (ST) doctors

STRATEGIC AIMS AND GOALS

In 2016 Dr Durgahee saw the leadership development need for doctors nearing the end of their training, and a gap in doctors project involvement which needed support from clinical leadership. Dr Durgahee worked with South East Health Education England to design eClips (embedded Clinical Leadership in Practice Scheme) for Specialty & Associate Specialist (SAS) and Specialist Training (ST) doctors (all medical specialties).

Designed around the [FMLM Leadership and Management Standards for Medical Professionals](#), the aim was to equip doctors with leadership knowledge, practical experience and increased confidence, as they become consultants and leaders of services and teams.

APPROACH AND SOLUTION

While the final phase of medical training is not a structured experience, the [FMLM Standards](#) provided curriculum guidance, at a relatable level, so doctors could see how standards translated into their practice.

eClips is a deeply experiential and reflective programme, based on leading self and leading your team. The programme involves co-leading a trust-level project, outside of normal clinical practice. Delegates gain understanding of the NHS landscape, leadership and management communicating with impact skills, strategy and operations skills, and a simulation of presenting to an Integrated Care Board. Coaching tailored the programme to the individual career aspirations.

The partnership with FMLM Applied in delivering the Healthcare Operations and Strategy module provided understanding and education around the strategic edge, translating how to operationally bring the strategy to life. An experienced facilitator provided credibility, confidence and connection with participants, closing the gap between management and clinicians, and opportunity for interaction with senior leaders in the system.

BENEFITS

- + Participants lacked confidence at start; they may have been overlooked for opportunities. The scheme saw confidence increases, e.g. presenting at conferences, taking on significant projects, as well as achieving career progression.
- + Delegates stated value in the practical advice on communication skills.
- + Real life experience included from senior managers was reportedly very helpful.