

# WESSEX CHIEF RESIDENTS PROGRAMME CASE STUDY

  
Health Education England



## AT A GLANCE

- Blended leadership development for medical leaders at a pivotal career stage.
- Inspiring leaders with practical, translatable skills
- Experiential learning together, alongside reflection and self-development
- Small groups, building a connected community over 3 years
- Access to senior leaders in systems and trusts



*"This programme was truly transformational and I look forward to applying these skills in my career."*

*"Wonderful mentorship and teaching... highly recommended by all of us."*

*100% of delegates would recommend this programme to their colleagues, and felt the content was relevant and interesting.*

**Course delegates, 2022**



*"The development programme devised by FMLM is bespoke, highly relevant to the needs of our Chief Residents and delivered in a flexible and effective way. It is consistently identified by our doctors as a real strength of the programme, supporting their personal development and their practice in the role."*

**Dr Phil Rushton MA (MEd)  
FRCP, Associate Dean, HEE**

A bespoke programme to get the best leadership from Senior Registrars early in their leadership career

## STRATEGIC AIMS AND GOALS

Health Education England (HEE) Wessex wanted to develop a Chief Residents programme to equip and inspire Senior Registrars in preparation for leadership in their consultant roles.

FMLM Applied delivered 4 cohorts since 2019, and due to the success of the programme had a further 2 cohorts commissioned.

The programme enabled trainee doctors to gain exposure and practice in leadership approaches and techniques. The shared experience also helped Senior Registrars who wanted to '*be doctors and leaders*' feel less isolated.

## APPROACH

FMLM Applied designed and delivered a bespoke programme grounded on *FMLM Leadership and Management Standards for Medical professionals* that was engaging, practical and relatable, alongside individual reflection and self-development.

Delivered over 8-months, the programme included experiential workshops focused on leadership style, quality improvement, blended simulation of politics and influence in Westminster, and leaders from the local systems and trusts sharing their insight and experiences. Key areas of development included building confidence, insight into individual leadership, developing skills, quality improvement and influence.

## BENEFITS

- + All Chief Residents reported increased confidence in their own leadership style
- + Enhanced commitment to service improvement and to lead and influence change
- + Practical skills and experiences translatable into future career roles
- + Connected in a community of support of leaders at a similar career stage, building more leadership capacity for the future
- + Chief Residents were able to connect to senior leaders (Medical Directors, Associates Dean and Chief Executives) in the local systems and FMLM



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