About us

The Faculty of Medical Leadership and Management (FMLM) is the UK professional home for medical leadership and an independent charity. The fundamental objective of the organisation is to improve patient care through better medical leadership.

We provide bespoke support for healthcare teams, organisations and systems to improve outcomes for patients and populations through effective medical leadership. Our approach is underpinned by research evidence and the FMLM Leadership and management standards for medical professionals.

FMLM has supported Clinical Commissioning Groups (CCGs) throughout the country, helping medical and healthcare professionals to develop leadership skills and capabilities in a way that provides a high level of value to the individuals and their practices, as well as the CCGs.

Our approach

FMLM offers leadership and management expertise and hands-on support through our 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 both medical professional and leadership experts. Our programmes are facilitative, challenging and focus on the local operating environment of healthcare teams and networks.

In supporting CCGs, FMLM uses a blended approach to developing the skills and capabilities of participants. The techniques used by FMLM include formal full day development sessions covering a range of leadership topics at a system, organisation and individual level. These are usually run as three inter-linked days over a twelve-week period. We tailor these sessions to suit the specific issues and local context of the CCG or health and care system.

Each participant has an opportunity to undertake the FMLM 360 degree feedback tool. This has been specifically designed for doctors at all career stages and is based around the behaviors associated with effective leadership and management. Each participant also receives a coaching session to support feedback and reflective learning. This is provided by an FMLM coach experienced in working with primary care professionals.
Feedback on our programmes

Participants and commissioners have reported the following outcomes from participation in our primary care leadership programmes:

- An enhanced understanding of themselves and others through 360 feedback, coaching and face to face sessions with colleagues across the CCG and wider health and care system.
- A deeper understanding of their influence and confidence in their ability to influence as leaders in their local system both individually and collectively.
- Raised ambitions of what participants could achieve for themselves, their practice, the CCG, and the wider healthcare system.
- Increased engagement with and enthusiasm for working with primary care colleagues within CCG localities to strengthen the influence of localities in transformational change.
- Individual and collective action beyond the programme as participants felt inspired, optimistic, energised, confident and empowered.

Participants have commented:

“There is a sense of optimism in the local GP community because of this programme.”

“You have to do this, there is no greater opportunity for jobbing GPs to take time to reflect and develop their personal skills.”

“This course will change how you approach your work and life in general. What you do next is up to you. There are no expectations, just lots of empowerment and inspiration.”

“...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”. This was not a PowerPoint masterclass but based on real problems, practical tools and solutions.”

FMLM has been successfully running primary care leadership programmes for the past three years across the country. Over 180 GPs and other clinical professionals and managers have already benefitted from these sessions.

For more information regarding FMLM Applied programmes and to find out how we could help your organisation, please contact us on 020 8051 2063 or email applied@fmlm.ac.uk.