



Faculty of  
**Medical Leadership  
and Management**

In partnership with

**BMJ**

**NHS**  
*England*



**FMLM National Conference 2015  
Leadership for the future**

24-25 February  
Manchester Central

 @FMLM\_UK

#FMLMConf

Event supported by

**NHS**  
*Improving Quality*



## Foreword

Welcome to our 3rd National Conference: Leadership for the future.

Over the next two days we will hear the viewpoints and reflect on the experiences of a huge range of leaders, emerging and senior, from within medicine and from without.

We will hear about the challenges facing us and all modern healthcare systems but crucially, we will also hear about the amazing opportunities which technological advances offer us and for which the UK remains a world leader.

The unique blend of medical students with the most senior medical leaders is repeated again this year and offers its own range of opportunities for determining the future direction of travel for the provision of healthcare services in the UK. We welcome the new partnership with NHS England and the BMJ which enhances those opportunities greatly.

We believe that the launch of the standards of medical leadership and management is a seminal moment for the profession and for FMLM. Backed by the launch of the very detailed collaborative review of the evidence base for leadership we have two initiatives which, for many years to come, will underpin the drive to see medical leadership and management play a pivotal role in the improvement of health and health services.

Thank you to all who have made this conference happen: particularly to our speakers for their time and for sharing their expertise; to our exhibitors and sponsors, and ultimately to you, our delegates. We hope you enjoy the programme and that it helps you in the vital work you do today and in the future.

## General information

### Registration

Registration will be open at the following times:

Tuesday 24 February 08:30-18:00  
Wednesday 25 February 07:30-17:00

### Delegate badges

Please wear your delegate badge for the duration of the event. You will not be allowed access to conference sessions or the exhibition hall without your badge. If you lose your badge the registration desk can provide you with a replacement.

### CPD certificates of attendance

Certificates of attendance will be sent following the conference via email to your registered address.

### Exhibition and poster area opening times

The exhibition and poster area will be open during the following times. You will not be granted access outside of these:

Tuesday 24 February 08:30-18:30  
Wednesday 25 February 08:15-15:30

### Poster presenters

Following the conference, all poster presenters will receive a certificate confirming that their poster was presented at the FMLM National Conference 2015. Posters must be removed from the poster area by 15:30 on Wednesday 25 February.

### Event staff

All event staff will be wearing staff badges - please feel free to stop any of them with your queries throughout the event.

### Cloakroom

The complimentary cloakroom is next to registration. Opening times are:

Tuesday 24 February 08:30-18:00  
Wednesday 25 February 07:30-17:00

### Lunch and refreshments

All lunches and morning and afternoon refreshments will be served in the exhibition hall.

### Drinks reception

Delegates are invited to stay for the welcome reception in the exhibition area on the evening of 24 February. This is a great opportunity for you to connect with some of the top leaders and network with your colleagues and peers.

### Twitter

We encourage you to share your views on the conference via the Twitter hashtag #FMLMConf

### Venue access

Manchester Central is fully accessible for wheelchair users. If you have any other mobility requirements, please speak to a member of staff.

### Photographer

There will be an official event photographer and film crew on site. The photographs and footage may be used by FMLM and may be reproduced by some of our supporters for promotion and marketing purposes. Please let the photographer or film crew know if you do not wish to be included in this footage.

### Wifi

There is free access to wifi throughout Manchester Central. To connect, on your device click "Login to Manchester Central's Free WiFi" and enter your information.

For any further conference enquiries, please do not hesitate to contact the FMLM events department at [events@fmlm.ac.uk](mailto:events@fmlm.ac.uk)

# Programme at a glance

## Tuesday 24 February

10:30-10:45

Exchange Auditorium

Welcome to the FMLM National Conference 2015

10:45-11:25

Exchange Auditorium

Building on a crisis - from Bevan to today

11:25-11:55

Exchange Auditorium

Prudent healthcare in Wales

11:55-12:20

Exchange Auditorium

Innovation in healthcare: changing the way we work

12:20-12:30

Exchange Auditorium

Launch of the Leadership and Management Standards for Medical Professionals

12:30-13:30

Exhibition hall

Lunch, lunch sessions and poster viewing

12:40-13:30

Exchange Rooms 2 and 3:

lunchtime session

Military member update from the Surgeon General

Exchange Room 9: lunchtime session

Inspiring and supporting women in medical leadership

Exchange Room 10: lunchtime session

Just make a better decision

Exchange Room 1: lunchtime session

Speed Coaching

Exchange Room 11: lunchtime session

Better training, better care: Using medical education to drive clinical performance and patient safety

Ideas Exchange in exhibition: lunchtime session

Connect 4 Leadership

13:30-16:00

Exchange Room 11

NHS England session - Next winter: Medical Leaders Conference 2015 (invite only)

Exchange Room 1

Scotland National Meeting

Exchange Rooms 2 and 3

Wales National Meeting

Exchange Room 10

The four steps of leadership development

Exchange Room 9

Medical leadership opportunities: beyond formal roles

16:30-17:30

Exchange Auditorium

FMLM Annual General Meeting

17:30-18:30

Exhibition hall

Drinks reception

FMLM stand

National Medical Director's Clinical Fellow Scheme Networking Session

## Wednesday 25 February

**08:00–09:00**

**Exchange Room 1: breakfast session**

**Genomics - changing the face of clinical care**

**Exchange Room 9: breakfast session**

**Unleashing coaching as medical leadership development - taking the first steps**

**Exchange Room 10: breakfast session**

**Secondary care doctors on CCGs**

**Exchange Room 11: breakfast session**

**SAS leadership: a new modern concept in the future of the NHS**

**09:10–09:50**

**Exchange Auditorium**

**Lessons for clinical leadership from military operations**

**09:50–10:30**

**Exchange Auditorium**

**The future of healthcare**

**11:00–12:30**

**Exchange Room 9**

**Delivering new models of care - five years forward from now**

**Exchange Room 10**

**Learning from mistakes without blame - time for a new compact between patients, lawyers and doctors?**

**Exchange Room 11**

**Revalidation, appraisal and the opportunity for a step change in quality**

**Exchange Room 1**

**Junior doctor engagement: investing in the future**

**Exchange Rooms 2 and 3**

**CCG leadership: current and towards a bright future**

**Exchange Rooms 4 and 5**

**NHS Improving Quality and FMLM strategic peer support programme: learning from a parallel early adopter trust**

**12:30–13:30**

**Exhibition hall**

**Lunch and lunch sessions**

# Programme at a glance

12:40-13:30

Ideas Exchange in exhibition:  
lunchtime session  
**Career progression through medical leadership**

Exchange Room 1: lunchtime session  
**Speed Coaching**

13:00-13:30

Exchange Room 10: lunchtime session  
**Team building and project management**

Exchange Room 11: lunchtime session  
**Clinical Fellow Alumnus Scheme launch**

13:30-15:00

Exchange Room 9  
**Leadership of major technological advances and the empowered patient**

Exchange Room 10  
**Inspiring and developing doctors as leaders: learning from education, practice and evidence**

Exchange Room 11  
**Diversity and a system of all the talents**

Exchange Rooms 4 and 5  
**Clinical Fellow Alumnus Scheme Workshop**

Exchange Rooms 2 and 3  
**FMLM mentoring scheme**

Exchange Room 1  
**Preparing for the next step up: interview skills for medical leadership roles**

15:30-16:00

Exchange Auditorium  
**Leadership in healthcare - a review of the evidence**

16:00-16:20

Exchange Auditorium  
**Reflections on the FMLM National Conference from emerging leaders**

16:20-16:30

Exchange Auditorium  
**Closing plenary and poster prizes**



# Come and see the FMLM team, we look forward to meeting you!

## Find out more about:

- Coaching and mentoring
- Professional Medical Leadership Standards
- The National Medical Director's Clinical Fellow Scheme
- Revalidation and appraisal
- Transitioning into a new role
- Learning resources
- Assessment and diagnostic tools
- FMLM Careers
- Blogging with FMLM
- Joining special interest groups

... and much more!



Faculty of  
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and Management**



## Sessions

### Tuesday 24 February

Sessions co-chaired by  
Professor Sir Neil Douglas, Chair, FMLM and  
Dr Fiona Godlee, Editor in Chief, BMJ.

10:30-10:45

Exchange Auditorium

#### **Welcome to the FMLM National Conference 2015**

Speaker

Professor Sir Neil Douglas, Chair, FMLM

10:45-11:25

Exchange Auditorium

#### **Building on a crisis - from Bevan to today**

Speaker

Professor Sir Bruce Keogh, Medical Director,  
NHS England

11:25-11:55

Exchange Auditorium

#### **Prudent healthcare in Wales**

All healthcare systems are facing challenges to improve health outcomes, improve quality and improve value. The session will describe how prudent healthcare can make a contribution to these goals.

Speaker

Dr Ruth Hussey OBE, Chief Medical Officer,  
NHS Wales

11:55-12:20

Exchange Auditorium

#### **Innovation in healthcare: changing the way we work**

Innovation is not just about new products and technologies - it is also about developing new ways of meeting patient needs, and devising new ways of working. Using examples from the public and private sectors, Professor Julian Birkinshaw will discuss where innovative ideas come from and how they are implemented in complex organisations. A key theme will be the need for greater agility and experimentation.

Speaker

Professor Julian Birkinshaw, Professor and  
Chair of Strategy and Entrepreneurship,  
London Business School

12:20-12:30

Exchange Auditorium

#### **Launch of the Leadership and Management Standards for Medical Professionals**

Speaker

Mr Peter Lees, Chief Executive and Medical  
Director, FMLM

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12:30-13:30

Exhibition hall

#### **Lunch, lunch sessions and poster viewing**

12:40-13:30

**Exchange Rooms 2 and 3: lunchtime session**  
**Military member update from the Surgeon General**

Military members will meet to hear about, and discuss activity relating to military members of FMLM including a look back on the regional meeting held in October 2014, appointments to the regional network, the DMS Leadership Strategy, Standards and Revalidation and a forward look for 2015.

**Speaker**

Air Marshall Paul Evans, Armed Forces Lead, FMLM

12:40-13:30

**Exchange Room 9: lunchtime session**  
**Inspiring and supporting women in medical leadership**

Leadership is integral to our lives as doctors but women are underrepresented in leadership roles.

As part of FMLM's mission to strengthen medical leadership for the benefit of patients, we seek to increase diversity amongst medical leaders. This lunchtime session is for anyone (male or female) interested in inspiring and supporting women doctors in leadership. We will hear from Ms Vijaya Nath, King's Fund assistant director of leadership development, with an overview of what is already underway. There will then be an opportunity to discuss what more we can each do individually and what steps organisations could take to increase the proportion of women involved in medical leadership throughout the system. You will be asked to add to our evolving commitment wall with your personal pledges before leaving.

**Speakers**

Ms Vijaya Nath, Assistant Director of Leadership Development, The King's Fund  
Dr Jane Povey, Deputy Medical Director, FMLM

12:40-13:30

**Exchange Room 10: lunchtime session**

### **Just make a better decision**

Have you ever wondered how to cope when you fall off the end of the pathway, protocol or guideline? Do you understand how you make decisions and why you make the choices you do? Would you like to better understand your own diagnostic process? This workshop will deliver the key principles of decision-making theory with applied examples and the chance for discussion. You will gain insights into your own personal decision style as well as ideas for development. All that and time to eat your lunch too!

#### **Speakers**

Dr Aoife Molloy, National Medical Director's Clinical Fellow, NICE

Dr Edward Prosser-Snelling, National Medical Director's Clinical Fellow, RCOG

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12:40-13:30

**Exchange Room 1: lunchtime session**

### **Speed Coaching**

Speed coaching sessions available, please book a slot at the registration area.

12:40-13:30

**Exchange Room 11: lunchtime session**

### **Better training, better care: Using medical education to drive clinical performance and patient safety**

An interactive session inviting delegates to hear about the outcomes of the better training better care pilots, which have shown improvements to multi-professional team working, patient care and patient safety. Delegates will be invited to test out how these pilots can be adopted on a national basis.

#### **Speaker**

Mr Patrick Mitchell, Director of National Programmes, Health Education England

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12:40-13:30

**Ideas Exchange in exhibition: lunchtime session**

### **Connect 4 Leadership**

Connect 4 leadership offers delegates the chance to meet some of the most senior and influential leaders in healthcare organisations across the UK.

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13:30-16:00

**Exchange Room 11**

### **NHS England session - Next winter: Medical Leaders Conference 2015 (invite only)**

#### **Speaker**

Professor Sir Bruce Keogh, Medical Director, NHS England

13:30-16:00

Exchange Room 1

### **Scotland National Meeting**

This interactive session will give FMLM members from Scotland an opportunity to discuss the principles of a shared vision and the direction of travel for the Scottish branch.

#### **Speakers**

Dr Samit Majumdar, Deputy QI Lead, Scotland

Dr Iain Wallace, Medical Director, NHS Lanarkshire and Scotland Regional Lead, FMLM

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13:30-16:00

Exchange Rooms 2 and 3

### **Wales National Meeting**

The Welsh national meeting will be set on two themes:

- Unique opportunities for Wales as an integrated health system: what are the opportunities to work differently?
- What do the new standards mean for medical leadership in Wales?

#### **Speakers**

Dr Brendan Lloyd, Wales Regional Lead, FMLM

Dr Ruth Hussey OBE, Chief Medical Officer, NHS Wales

Dr Chris Jones, Deputy Chief Medical Officer, NHS Wales

Dr Graham Shortland, Medical Director, Cardiff and Vale LHB

Dr Olwen Williams, AMD, Betsi Cadwaladr LHB

13:30-16:00

Exchange Room 10

### **The four steps of leadership development**

This introduction to medical leadership and management will cover the essentials of what you need to know to start developing your leadership skills and deliver improvements to the NHS from both a clinical and organisational perspective. It will also be the ideal place to meet other innovators. We hope this session will be the foundation for future national student and junior doctor projects.

#### **Speakers**

Mr Daniel Fountain, University Representative Lead, FMLM

Dr Kaanthan Jawahar, Regional Trainee Representative Midlands and East, FMLM

Mr Jake Matthews, Medical Student Group PPD Lead, FMLM

13:30-16:00

## Exchange Room 9

### **Medical leadership opportunities: beyond formal roles**

This session focuses on what we know has engaged doctors 'informally' in leadership and management and will draw on learning from The King's Fund's case studies and current work on engaging doctors in contributing formally and informally to the cultures that they are part of. It will offer participants the opportunity to hear from medical leaders of diverse organisational backgrounds. The topic will examine how non-NHS organisations create opportunities and a culture which involves doctors in informal leadership roles and how these sit as part of developing a pipeline of medical talent.

#### **Speakers**

Ms Vijaya Nath, Assistant Director of Leadership Development, The King's Fund

Dr Richard Heron, Vice-President Health, BP Plc

Professor Jane Maher, Chief Medical Officer, Macmillan Cancer Support

Dr Peadar O'Mordha, Clinician and Management Consultant, Pantaleon Consulting

16:30-17:30

## Exchange Auditorium

### **FMLM Annual General Meeting**

The Annual General Meeting provides members with an opportunity to hear updates from FMLM about key FMLM business and strategy.

Chaired by Professor Sir Neil Douglas.

17:30-18:30

## Exhibition hall

### **Drinks reception**

This is a great opportunity for you to connect with some of the top leaders and network with your colleagues and peers.

17:30-18:30

## FMLM stand

### **National Medical Director's Clinical Fellow Scheme Networking Session**

The session is your chance to hear from Professor Sir Bruce Keogh and Mr Peter Lees and meet past and present fellows. You will have an opportunity to ask questions, hear about their experiences of the scheme and what they achieved and the impact that the scheme has had on their career.

# FMLM Coaching Network

We believe coaching will support our members to become more effective in their leadership, management and team working to provide excellent healthcare for patients.

Get advice and support from qualified and experienced coaches to develop and enhance your leadership and management skills.

Speed coaching sessions are available at the FMLM National Conference, taking place on both days at lunchtime.

[www.fmlm.ac.uk/coachingandmentoring](http://www.fmlm.ac.uk/coachingandmentoring)



## Wednesday 25 February

08:00-09:00

Exchange Room 1: breakfast session

### Genomics - changing the face of clinical care

This session will cover:

- NHS England's genomics programme and genomic medicine in the NHS
- the establishment of NHS Genomics Medicine Centres
- what genomics means for clinical practice, the role of the NHS Genomics Medicine Centres and the need for broader and ongoing support for the introduction of genomic medicine from the commissioner and provider perspective
- what genomic medicine means to the patient and their involvement in the 100,000 Genomes Project.

#### Speaker

Professor Sue Hill OBE, Chief Scientific Officer, NHS England

08:00-09:00

Exchange Room 9: breakfast session

### Unleashing coaching as medical leadership development - taking the first steps

This session will focus on how to set about developing the case for the coaching of medical leaders within organisations. Anecdotal evidence seems to indicate that while there is general acceptance of the potential benefits of coaching as a leadership development strategy, relatively few organisations have a coherent approach to the embedding of coaching cultures within their organisations. Participants will be invited to share ideas on how to make the case for developing formal coaching culture and practice within their respective organisations.

#### Speakers

Dr Rajeev Gupta, Coaching Network Lead, FMLM

Dr Tim Ojo, Coaching Network Lead, FMLM

08:00–09:00

**Exchange Room 10: breakfast session**  
**Secondary care doctors on CCGs**

The session will focus on the role of secondary care doctors on CCG boards and is kindly sponsored by Mazars. FMLM is evolving a network of secondary doctors on CCG boards with the aim of providing a peer support network, sharing resources useful for the role and meeting specific development needs identified by network members through an ongoing series of events and on line networking. The aim is to build on rather than duplicate what is available more locally through CCGs.

Join us to discuss hot topics relating to the role, explore challenges and identify opportunities. It is also an opportunity to meet like-minded colleagues over breakfast to warm up for the second day of our conference. You will help shape the network's activities going forward and take away ideas to help you in your CCG role.

Breakfast supported by



**Speakers**

Dr Sebastian Hendricks, Consultant  
Audiovestibular Physician, Royal Free London  
NHS Foundation Trust and Secondary Care  
Clinician, NHS Corby CCG

Dr Jane Povey, Deputy Medical Director, FMLM

Dr Geoff Watson, Founding Member, FMLM

08:00–09:00

**Exchange Room 11: breakfast session**  
**SAS leadership: a new modern concept in  
the future of the NHS**

This session will be an opportunity to discuss the importance of engaging and supporting SAS doctors as leaders in improving services.

Breakfast supported by



**Speakers**

Mrs Jean Drummond, President, HCD  
International

Captain Matt Lindley, Human Factors  
Consultant, Atrainability

Dr Tayseer Mustafa, SAS Lead, FMLM

Mr Ian Scott, Consultant Colon and Rectal  
Surgeon, The Ipswich Hospital NHS Trust



09:10-09:50

## Exchange Auditorium

### Lessons for clinical leadership from military operations

This session will draw on personal lessons of leadership from operational experience as an emergency physician, as the doctor leading the medical emergency response team, and as the medical director of a field hospital. It will draw particularly on leadership in crisis, with relation to leading the field hospital's major incident response during high-tempo combat operations, and leading a field hospital under quarantine when 60 per cent of the staff are affected by a mystery illness.

The session will describe the four leadership styles in managing the critically injured and how the team leader must rapidly adapt between these styles. It will also describe the daily ethical challenges a clinical leader must face in the operational setting and the tension between being a 'good doctor' and a 'good soldier'. Models for the leadership of continuous change and innovation at pace to improve patient outcomes will be described, with illustrations from experience in combat casualty care.

#### Speaker

Brigadier Tim Hodgetts CBE, Medical Director, Defence Medical Services

11:00-12:30

## Exchange Room 9

### Delivering new models of care - five years forward from now

In this session, Martin, Nikki and Karen will take you across the nations to find approaches to address the challenges of our current health system and, looking forward, find opportunities to deliver high-quality care.

Using a 'thinking environment' approach you will explore:

- new models of care - nationally, regionally, locally
- the drivers and enablers of care across organisations and boundaries and how to influence these
- what will success look like, and what do we need to stop doing to achieve this?

#### Speakers

Dr Nikki Kanani, Quality Improvement Lead, FMLM

Dr Martin McShane, Director for Patients with Long Term Conditions, NHS England

Ms Karen Acott, Executive Partner, Wallingbrook Health Group

09:50-10:30

## Exchange Auditorium

### The future of healthcare

#### Speaker

Dr Kevin Fong, Anaesthesia Consultant, UCLH and Clinical Lead, Space Medicine, CASE

11:00-12:30

**Exchange Room 10**

**Learning from mistakes without blame - time for a new compact between patients, lawyers and doctors?**

Supported by: **Kingsley Napley**

**Objectives:**

- To identify some of the hurdles that currently exist that prevent doctors and organisations from learning from clinical mistakes
- To together discuss, develop and test the practicality and feasibility of proposed solutions to overcome those hurdles
- To identify what a new compact between patients, lawyers and doctors might look like whereby doctors are more readily able to learn from clinical mistakes and regain the trust of patients after adverse incidents have occurred which would enable lessons to be learnt and patients' trust to be restored
- To gain an insight into the unique perspectives and roles played of those involved in adverse incidents: doctors, patients, organisations and lawyers.

**Speakers**

Ms Julie Norris, Regulatory Partner, Kingsley Napley LLP

Ms Maggie Oldham, Adviser to the Medical Chief Executive, FMLM

Ms Kate Rohde, Partner, Kingsley Napley LLP

Dr Kevin Stewart, Clinical Director, Clinical Effectiveness & Evaluation Unit, Royal College of Physicians

Mr Peter Walsh, Chief Executive, Action against Medical Accidents

11:00-12:30

**Exchange Room 11**

**Revalidation, appraisal and the opportunity for a step change in quality**

The UK medical profession is leading the way with the system of appraisal and revalidation aimed at enhancing the quality of care for patients. The system, now in its third year, has placed much focus on addressing under-performance. Is it time to reflect and increase the focus on good to great? In this session, we will hear from the GMC and others about using appraisal and revalidation as an opportunity to improve the healthcare system and improve services and outcomes for patients.

**Speakers**

Dr Mike Bewick, National Deputy Medical Director, NHS England

Dr Robin Cordell, Deputy Medical Director, FMLM

Mr Niall Dickson, Chief Executive and Registrar, General Medical Council

Ms Una Lane, Director of Registration and Revalidation, General Medical Council

Dr Daghni Rajasingam, BME Lead, FMLM

Professor William Roche, South of England Regional Lead, FMLM

Dr Stuart Ward, Medical Director and Responsible Officer (Wessex Area Team), NHS England

11:00-12:30

## Exchange Room 1

### **Junior doctor engagement: investing in the future**

There has been increasing interest in the concept of medical engagement (Spurgeon, Clark and Ham, 2011). Data collected with the Medical Engagement Scale (MES) has shown that high engagement is associated with improved organisational performance. The focus to date has been predominantly on consultants; far less attention has been given to junior doctor engagement, despite the fact that they are key members of the delivery team. We have used the large dataset (10,000+ doctors) held by the MES providers to examine the national picture of junior doctor engagement.

Join us at this interactive workshop where we will be discussing the issues surrounding junior doctor engagement, why it is so important, what makes junior doctors feel disengaged, the results of our study and how organisations can create a more positive and engaged future workforce. We will also be discussing the future direction of the project, including the planned onsite visits to identify areas of good practice and find out what really makes a difference.

#### **Speakers**

Professor Peter Spurgeon, Director of Institute of Clinical Leadership, University of Warwick

Dr Rowan Wathes, National Medical Director's Clinical Fellow, NHS Trust Development Authority

11:00-12:30

## Exchange Rooms 2 and 3

### **CCG leadership: current and towards a bright future**

CCGs have been developing and evolving for several years so current leaders are increasingly looking for support for both their current leadership roles and succession planning for the future. This workshop will be collaboratively run by NHS Clinical Commissioners, including Ms Julie Wood (director) and Dr Amanda Doyle (co-chair) and FMLM, including Dr Jane Povey (deputy medical director: primary care). We will explore what is already on offer locally and nationally for CCG leadership development and what is missing. The plan is to thereby plan how support for current and potential CCG leaders can be increased to meet the need we identify, in collaboration with other leadership development organisations across the UK.

#### **Speakers**

Dr Amanda Doyle OBE, Co-Chair of the NHSCC Board and Chief Clinical Officer, NHS Blackpool CCG

Dr Jane Povey, Deputy Medical Director, FMLM

Ms Julie Wood, Director, NHS Clinical Commissioners

11:00-12:30

Exchange Rooms 4 and 5

**NHS Improving Quality and FMLM strategic peer support programme: learning from a parallel early adopter trust**

Supported by:



**Improving Quality**

The session will present the Strategic Peer Support (SPS) Programme, being piloted in collaboration by NHS Improving Quality (NHS IQ) and the FMLM.

The SPS programme is designed to support senior clinical leaders who aspire to strengthen their leadership capability and deliver lasting quality improvement.

The programme supports the recommendations of the Berwick Report by pairing clinicians facing significant service improvement challenges, with 'expert peers' who have practical experience of delivering QI and service transformation.

The Chartered Quality Institute and BMJ Quality are offering facilitated learning sets and access to developmental resources, giving real-time supported solutions to the challenges senior clinicians face in driving forward continuous improvement in health and care.

This session will share information about the SPS programme as well as providing examples from a pilot in Devon Partnership NHS Trust.

**Speakers**

Ms Liz Maddocks-Brown, Senior Manager, Faculty and Networks, NHS Improving Quality  
Dr Alok Rana, Consultant Old Age Psychiatrist, Devon Partnership NHS Trust

Ms Melanie Walker, Chief Executive, Devon Partnership NHS Trust

12:30-13:30

Exhibition hall

**Lunch and lunch sessions**

12:40-13:30

Ideas Exchange in exhibition:  
lunchtime session

**Career progression through medical leadership**

A creative lunchtime session to hear from top leaders about their climb up the career ladder and map your own future career progression.

12:40-13:30

Exchange Room 1: lunchtime session  
**Speed Coaching**

Speed coaching sessions available, please book a slot at the registration area.

13:00-13:30

Exchange Room 10: lunchtime session  
**Team building and project management**

The students and junior doctors will be split into teams. They will be given tasks to accomplish in a race against time and each other.

The objective of the session is to develop and understand the importance of team building and good project management.

**Speakers**

Dr Kaanthan Jawahar, Regional Trainee Representative Midlands and East, FMLM  
Dr Sarah Curtis, Medical Student Group Chair, FMLM

Event supported by



**Improving Quality**

13:00-13:30

**Exchange Room 11: lunchtime session**  
**Clinical Fellow Alumnus Scheme launch**

The alumnus scheme will connect past clinical fellows to provide ongoing support and create a network of emergent medical leaders. The scheme will be launched by Professor Sir Bruce Keogh, medical director of NHS England, and Mr Peter Lees, chief executive and medical director of the FMLM. The following workshop presents an opportunity for alumni to contribute ideas and shape the scheme.

13:30-15:00

**Exchange Room 9**  
**Leadership of major technological advances and the empowered patient**

In the next ten years healthcare is predicted to change dramatically. Advances in genomics will make personalised medicine widespread; wearable technologies will offer remote monitoring and treatment; and patients for the first time will have access to more medical data than their clinical teams.

All these technologies will mean a more empowered patient and a significant change to the dynamics of care giving. Clinical leadership needs to adapt significantly to realise these benefits.

In this session delegates will:

- hear expert opinions on how these technologies will impact future healthcare
- understand the challenges in clinical leadership these will bring
- discuss how disruptive technologies will change care delivery and patient empowerment

- learn key leadership strategies in dealing with both evolutionary and revolutionary technologies in healthcare.

**Speakers**

Dr Ashley McKimm, Head of BMJ Quality  
Mr Paul Rice, Head of Technology Strategy, NHS England  
Dr Ingrid Slade, Director, Centre for Personalised Medicine

13:30-15:00

**Exchange Room 10**  
**Inspiring and developing doctors as leaders: learning from education, practice and evidence**

This session aims to provide delegates with a summary of the evidence behind leadership development ('what works'), updates and examples from around the UK on current and planned developments ('what is working') and an opportunity to engage in discussion and planning for the future of clinical leadership and management ('what next?'). The session is framed around consideration of the broad question - 'how are we going to improve the effectiveness of leadership and management development for all doctors, not just those with a keen interest in clinical leadership?'

Speakers from the four nations, FMLM and the university sector will briefly describe what they see as some of the leading examples of practice, the FMLM leadership standards will be explained as a framework for development activities and opportunities available for students and doctors at all levels will be outlined.

### Speakers

Professor Judy McKimm, Director of Strategic Educational Development, Swansea University

Ms Maggie Oldham, Adviser to the Medical Chief Executive, FMLM

Mrs Jackie Parsons, Senior Manager Clinical Leadership Development, Academi Wales

And representatives from:

Health Education England

HSC Leadership Centre

NHS Education for Scotland

NHS Leadership Academy

13:30-15:00

### Exchange Rooms 2 and 3 FMLM mentoring scheme

This session will provide an introduction to the FMLM mentoring scheme, explain why mentoring is important and provide a practical workshop to learn mentoring skills.

#### Speaker

Dr Kate Adlington, National Medical Director's Clinical Fellow, NHS England/BMJ

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13:30-15:00

### Exchange Room 1 Preparing for the next step up: interview skills for medical leadership roles

This session is intended for medical leaders aiming for their next leadership role, focusing on the recruitment process and interview. This might be senior, such as a medical director, or a first management role as a consultant, such as a departmental clinical or quality lead role. The content is likely to be equally applicable for first consultant appointments. The intention is to have an interactive session using experiences from the audience to illustrate or to challenge key messages. The speaker panel includes a senior regional medical leader, a coach and assessment consultant, and a past CEO and current appointment panel chair.

#### Speakers

Mr Ed Macalister-Smith, Non-Executive Director, NHS Leadership Coach, UHCW/HEE Oxford Deanery

Professor William Roche, South of England Regional Lead, FMLM

Ms Viv Walton, Director, Dearden Search and Selection

Event supported by

13:30-15:00

### Exchange Room 11 Diversity and a system of all the talents

The population and staff diversity within the NHS is vast and complex. In order for us to provide fit-for-purpose, high-quality services we need to ensure that we are enhancing the skills and talents of the entirety of our workforce. In this session we will explore issues around inclusion, have a personal narrative of change and awareness, with an interactive session and explore unconscious bias.

#### Speakers

Dr Phil Ayres, North of England Lead, FMLM

Dr Yvonne Coghill OBE, WRES Implementation, NHS England

Professor Jacky Hayden CBE, Dean of Postgraduate Medical Studies, Health Education North West

Brigadier Tim Hodgetts CBE, Medical Director, Defence Medical Services

Dr Daghni Rajasingam, BME Lead, FMLM

Mr Thomas Shanahan, Regional Medical Student Lead, FMLM

13:30-15:00

Exchange Rooms 4 and 5

## Clinical Fellow Alumnus Scheme Workshop

Following the launch of the Alumnus Scheme, this workshop presents an opportunity for Alumni to contribute ideas, shape the scheme and network.

15:30-16:00

Exchange Auditorium

## Leadership in healthcare - a review of the evidence

The key challenge facing all NHS organisations is to nurture cultures that ensure the delivery of continuously improving high-quality, safe and compassionate healthcare. Leadership is the most influential factor in shaping organisational culture and so ensuring the necessary leadership behaviours, strategies and qualities are developed is fundamental. What do we really know about leadership of health services?

In this session, Professor Michael West will launch 'Leadership and Leadership Development in Healthcare: The Evidence Base'. He will share findings from this comprehensive review of the evidence for leadership and will explore what this means for the future of healthcare leadership and development.

### Speaker

Professor Michael West, Senior Fellow, King's Fund and Professor of Organisational Psychology, Lancaster University Management School

16:00-16:20

Exchange Auditorium

## Reflections on the FMLM National Conference from emerging leaders

### Speakers

Mr Thomas Shanahan, Regional Medical Student Lead, FMLM

Dr Saira Ghafur, National Medical Director's Clinical Fellow

16:20-16:30

Exchange Auditorium

## Closing plenary and poster prizes

### Speaker

Mr Peter Lees, Chief Executive and Medical Director, FMLM



## Doctors in the House

A ground-breaking programme for doctors interested in finding out how Parliament works or pursuing a career in politics.

## Politics, Power and Persuasion

A two day programme provides an introduction to leadership and its context within the NHS, local government and the local health economy.

FMLM is working in partnership with Cumberlege Eden & Partners Ltd to offer these fascinating programmes for members to build their skills and develop their leadership potential.

Find out more at [www.fmlm.ac.uk/events](http://www.fmlm.ac.uk/events)





**Ms Karen Acott**

**Executive Partner, Wallingbrook Health Group**

Karen is currently chair of Devon Health, a GP federation of 82 practices covering a population of around 500,000. She has held various leadership positions in professional bodies as well as being a qualified director and trustee. She was also one of the first to qualify as an independent prescriber and her peers regard her as a pioneer. In 2007, she was awarded 'Pharmacy Professional of the Year' and also given a special award for 'Outstanding Contribution to Primary and Community Care' by the Royal Pharmaceutical Society of Great Britain for her pioneering role as a pharmacist working with GPs.



**Dr Kate Adlington**

**National Medical Director's Clinical Fellow, NHS England/BMJ**

Kate is a core medical trainee currently undertaking a year-long role as a FMLM national medical director's clinical fellow at NHS England and the BMJ. Her clinical interests are in HIV and infectious disease. She has a long-standing interest in healthcare policy and has gained practical experience of international, national and local policy formation through placements in local authority, NHS England and at the World Health Organization in Geneva. She is chair of the FMLM trainee steering group mentoring workstream and is a keen advocate of mentoring in medicine.



**Dr Phil Ayres**

**North of England Regional Lead, FMLM**

Phil is deputy medical director at Leeds Teaching Hospitals. He initially provided leadership in patient safety, clinical governance and clinical information systems, but now leads in the areas of medical revalidation, appraisal, 'doctors at risk', medical leadership, and of course the trust's public health agenda. From 2011 to 2013, he also worked as deputy responsible officer for the north of England, essentially being responsible for the implementation of revalidation for doctors in Yorkshire and the Humber. His main interests are in medical leadership, professional standards, the role of doctors in management and public health in the acute hospital. He is also a qualified coach.



**Dr Mike Bewick**

**National Deputy Medical Director, NHS England**

Dr Mike Bewick joined NHS England at its inception having worked in NHS Cumbria and NHS North as a medical director since 2007. He has worked in both the acute and primary healthcare sectors, having worked in medical oncology until 1987 when he moved into general practice in West Cumbria. He has been the leading catalyst for fostering strong local GP leadership, working in Cumbria with local GPs to develop the clinical leadership forums as a precursor to the now established clinical commissioning groups. His current role includes being the SRO for revalidation, strategic lead for primary care and oversight of specialised commissioning and informatics.



**Professor Julian Birkinshaw**

**Professor and Chair of Strategy and Entrepreneurship, London Business School**

Professor and Chair of Strategy and Entrepreneurship at the London Business School, Professor Birkinshaw is also a fellow of the British Academy, a fellow of the Advanced Institute of Management Research (UK), a Fellow of the Academy of International Business, and the co-founder with Gary Hamel of the Management Lab (MLab). An author of 12 books, he is also a consultant and executive educator to many large companies. His main area of expertise is in the strategy and organisation of large multinational corporations, and on such specific issues as subsidiary-headquarters relationships, corporate entrepreneurship, innovation, the changing role of the corporate HQ, organisation design and knowledge management.



**Dr Robin Cordell**

**Deputy Medical Director, FMLM**

Robin is an occupational physician and health management consultant, whose practice is mainly concerned with promoting health in the working-age population and supporting leadership development across the UK health sector. Having been appointed as one of four part-time deputy medical directors for the FMLM in November 2013, he has particular responsibilities for developing standards of medical leadership, and for revalidation and appraisal. He is a medical appraiser for responsible officers in NHS England, for the Society of Occupational Medicine, and for Roodlane, as well as for the FMLM as appraisal lead.



**Dr Sarah Curtis**

**Medical Student Group Chair, FMLM**

Sarah started medical school at St George's on the graduate course in 2011, and is due to qualify in July this year. Prior to medical school, but following reading genetics at the University of Liverpool, Sarah worked in various NHS trusts in project and strategic management. Sarah uses this combination to develop the strategy of the medical student group, ensuring that student members get training and practical experience to support their future careers.



**Mr Niall Dickson**

**Chief Executive and Registrar, General Medical Council**

Niall has been the chief executive and registrar of the General Medical Council since 2010. The purpose of the GMC is to protect, promote and maintain the health and safety of the public by ensuring proper standards in the practice of medicine. Niall joined the GMC from The King's Fund, the leading independent think tank and development organisation, where he was chief executive for six years. He also serves as chairman of the Leeds Castle Foundation.



**Professor Sir Neil Douglas**

**Chair, FMLM**

Sir Neil is emeritus professor of respiratory and sleep medicine at the University of Edinburgh. He has published over 200 original papers, two books, and 300 chapters and reviews on sleep and breathing. His previous roles include president of the British Sleep Society, secretary of the British Thoracic Society and he was president of the Royal College of Physicians of Edinburgh from 2004 to 2010, with a major focus on trying to improve training. Sir Neil was chairman of the UK's Academy of Medical Royal Colleges from 2009 to 2012 and in this role founded the FMLM.



**Dr Amanda Doyle OBE**

**Co-Chair of the NHSCC Board and Chief Clinical Officer, NHS Blackpool CCG**

A GP for 16 years, Amanda is a partner in a large practice operating in a deprived area of Blackpool that is responsible for the delivery of primary medical services and a range of urgent care services. She was previously medical director of the local out-of-hours service and retains an interest in unscheduled care services. Her involvement in commissioning began over ten years ago, initially as a PCT medical director and now as chief clinical officer of NHS Blackpool CCG.



**Mrs Jean Drummond**

**President, HCD International**

A dynamic healthcare professional, Jean has vast experience providing executive oversight on extensive quality services across the federal, state, community and private health sectors. As a clinician, she is focused on strategies to assist physicians make data-driven healthcare decisions to improve their practice model. Specifically, Jean's strength lies in her ability to bridge the gaps between health policy, programme implementation, and access to care for vulnerable populations. Her experience managing, designing and implementing programs with a focus on customer service, leadership and management, and cultural sensitivity will ensure that HCD International can perform 'excellence in service' to all of its clients.



**Dr Kevin Fong**

**Anaesthesia Consultant, UCLH and Clinical Lead, Space Medicine, CASE**

Kevin is a doctor at University College Hospital in London, specialising in anaesthesia and intensive care medicine, and a pre-hospital physician with Kent Surrey Sussex Air Ambulance. He holds degrees in astrophysics, medicine and engineering and has worked with NASA's human space exploration programme at Johnson Space Center in Houston. His special interest in the fields of risk management, human performance and exploration stem from his experiences and research with NASA. His first book - about the relationship between medicine, exploration and survival in the 20th Century - is titled *Extremes: Life, Death and the Limits of the Human Body*.



**Mr Daniel Fountain**

**University Representative Lead, FMLM**

Daniel is a penultimate-year graduate medical student at the University of Cambridge, working with 30 university representatives across the country to develop management and leadership societies, create management and leadership projects for undergraduates and drive curriculum change. He has also co-founded Cambridge Health Leaders, a local organisation designing medical leadership and management projects and training for medical students at the University of Cambridge. He previously studied at the London School of Economics before working for Procter & Gamble, and has research interests in health economics and neurosurgery.



**Dr Fiona Godlee**

**Editor in Chief, BMJ**

Fiona has been editor in chief of the BMJ since 2005. She qualified as a doctor in 1985, trained as a general physician in Cambridge and London, and is a fellow of the Royal College of Physicians. Since joining the BMJ in 1990 she has written on a broad range of issues, including the impact of environmental degradation on health, the future of the World Health Organization, the ethics of academic publication and the problems of editorial peer review. She has also served as president of the World Association of Medical Editors and chair of the Committee on Publication Ethics.



**Dr Rajeev Gupta**

**Coaching Network Lead, FMLM**

Dr Gupta is a consultant paediatrician and qualified professional coach. He has 20 years' experience of mentoring informally and has eight years' experience of structured coaching and mentoring. He has a special interest in mentoring doctors in difficulty. He is chief mentor for the British Association of Physicians of Indian Origin (BAPIO) and has designed, developed and trained the mentors who are mentoring other doctors successfully. A published author, he is the mentoring lead for the FMLM coaching network and is a business mentor for Virgin Start Up.



**Professor Jacky Hayden CBE**

**Dean of Postgraduate Medical Studies, Health Education North West**

Jacky currently leads the alignment of deanery functions across Health Education North West. Her clinical background is in general practice and she was the first GP in England to be appointed postgraduate dean. Her particular area of interest is in the quality management of medical training and she has led the development of medical education metrics nationally. She has also taken an active role in the Royal College of General Practitioners, serving for 27 years on the council and contributing to the development of standards for general practice. She was awarded the CBE in 2013 for services to medical education.



**Dr Sebastian Hendricks**

**Consultant Audiovestibular Physician, Royal Free London NHS Foundation Trust and Secondary Care Clinician, NHS Corby CCG**

Sebastian graduated from medical school in Hannover, Germany in 1991. A specialisation in audiovestibular medicine followed in central and outer London from 1999 to 2004. Since then he has worked at North Central London, Royal Free London NHS Foundation Trust and Royal National Throat Nose and Ear Hospital (UCLH). His clinical research is targeted at hearing and balance disorders in children and young people. He has also worked clinically in the USA, Canada, Austria and Qatar.



**Dr Richard Heron**

**Vice-President (Health), BP**

Richard is the vice-president health and chief medical officer at BP with responsibility for strategic development of the BP Group Health agenda. He is also current president of the UK Faculty of Occupational Medicine, a fellow of the Royal College of Physicians (UK) and fellow of American College of Occupational and Environmental Medicine. He is an expert adviser to the Health and Work Board of Public Health England, and an honorary professor of international business and health, Institute of Work Health and Organisations, University of Nottingham.



**Professor Sue Hill OBE**

**Chief Scientific Officer, NHS England**

Sue has a broad portfolio of policy responsibilities, providing professional leadership and expert clinical advice across the whole health and care system as well as working with senior clinical leaders. A significant part of her job involves working across Government, with the Department of Health, with the NHS, Public Health and Health Education England and other external stakeholders to inform policy, influence legislation and directives, deliver strategic change, introduce new and innovative ways of working supported by modernised education and training, improve outcomes and the safety and quality of diagnostic and clinical services, and raise the profile and importance of science in health.



**Brigadier Tim Hodgetts CBE**

**Medical Director, Defence Medical Services**

Brigadier Tim Hodgetts is an emergency physician with over 20 years of operational experience, leading the specialty of military emergency medicine from infancy to maturity and treating the victims of conflict in Northern Ireland, Kosovo, Iraq and Afghanistan. He has published and lectured extensively in the fields of pre-hospital emergency care, disaster medicine, and resuscitation of the critically injured, and has designed and propagated national and international curricula in these subjects. From 2004 until 2010 he served as the Queen's honorary physician, and is currently medical director within the Defence Medical Services.



**Dr Ruth Hussey OBE**

**Chief Medical Officer, NHS Wales**

A qualified doctor, Ruth worked in the Department of Health before becoming Chief Medical Officer for Wales in 2012. She has been committed to reducing health inequalities throughout her working life. She established a strong partnership-based approach to this work in the North West and is an advocate of integrated approaches to improving health and delivering high-quality health and social care. She has a strong commitment to public involvement in their health and healthcare as well as supporting effective clinical leadership to ensure the development of innovative approaches to meet 21st century health challenges.





**Dr Kaanthan Jawahar**

**Regional Trainee Representative Midlands and East, FMLM**

Dr Jawahar is a core psychiatric trainee with a passion for clinical leadership, quality improvement, management and medical education. As the regional trainee representative, he is looking to increase the FMLM's profile within the region, specifically focusing on strengthening links with medical students and organising regional conferences and events. He is always looking to collaborate with like-minded individuals.



**Dr Nikki Kanani**

**Quality Improvement Lead, FMLM**

Nikki is a GP in south east London and CCG vice-chair, where she is responsible for integrated care, primary care commissioning, clinical leadership and patient/public engagement. She is also the national quality lead for the FMLM and honorary secretary of the National Association of Primary Care. She is passionate about improving service provision and population health within the NHS and has managed and taken the lead on numerous projects that reflect this. Among other roles, she has been CCG lead for community clinics and diabetes, medical adviser for NHS Direct and a clinical lead for a large community provider trust.



**Sir Bruce Keogh**

**Medical Director, NHS England**

Professor Keogh was deputy CMO and medical director for the NHS in England from 2007 to 2013. He then became the national medical director for NHS England, where he has responsibility for the first three domains of the NHS Outcomes Framework: reducing premature mortality, improving the lives of people with long-term conditions and improving acute care. He is also responsible for specialised commissioning and innovation, and is the senior responsible officer for revalidation of doctors in England. Previously he was an associate medical director at University Hospital Birmingham and director of surgery at The Heart Hospital, among other roles.



**Ms Una Lane**

**Director, Registration and Revalidation, General Medical Council**

Una joined the GMC in October 2002, taking responsibility for planning and implementing reforms to the GMC's fitness to practise procedures. In March 2010 she moved to become the director of continued practice and revalidation, successfully steering the GMC towards the implementation of revalidation in the latter part of 2012. She now heads up the registration and revalidation directorate, dividing her time between the London and Manchester offices. Una previously worked at the Legal Services Commission and was responsible for the quality assurance programme for legal aid practitioners and managing the Commission's contracts with suppliers of legal services in London.



**Mr Peter Lees**

**Chief Executive and Medical Director, FMLM**

Peter is the chief executive and medical director of FMLM. He also serves on the clinical governing body of West Hampshire CCG, the General Advisory Council of the King's Fund and the NHS Leadership Academy Steering Group. Over 20 years, he combined a career in neurosurgery with senior roles in operational management and leadership development. This included experience at local, regional and national levels and in global health. Most recently he was the medical director, director of workforce and education and director of leadership at NHS South Central SHA; medical director of the NHS Top Leaders Programme; and senior lecturer in neurosurgery at the University of Southampton.



**Captain Matt Lindley**

**Human Factors Consultant, Atrainability**

Matt joined British Airways eight years ago, initially as a short-haul pilot but he now flies the Boeing 747 on the airline's long-haul service. He joined the attrinability team as a part-time consultant three years ago and specialises in human factor training for SAS doctors. Formerly of the RAF, he was one of the first co-pilots to be posted to RAF Northolt's Royal Squadron. His duties included transporting The Royal Family, the Prime Minister and members of the Cabinet worldwide. He quickly progressed from co-pilot to captain and finally head of training.



**Dr Brendan Lloyd**

**Wales Regional Lead, FMLM**

Brendan started his career as a GP in Swansea in 1989. His interest in diabetes and education was further developed through posts as honorary lecturer with Cardiff University School of Medicine and honorary clinical research fellow at Swansea School of Medicine. He has worked as a medical director in Wales since 2004; initially for Cardiff Local Health Board, then Powys Teaching Local Health Board, before joining Welsh Ambulance Services Trust as MD in late 2014. In 2007 he was awarded fellowship of the British Association of Medical Managers and currently represents Wales as the Regional Lead for FMLM.



**Mr Ed Macalister-Smith**

**Non-Executive Director, NHS Leadership Coach, UHCW/HEE Oxford Deanery**

Ed is a non-executive director at University Hospitals Coventry and Warwickshire. He is also a leadership coach with the Oxford Deanery in Thames Valley HEE, and chair of the Priorities Panel at NIHR HS&DR. He is formally retired after a career of 25 years in the NHS, with 13 of them at CEO level in both providers and commissioners. He led a number of strategic changes across NHS South Central including implementation of the major trauma networks, and establishment of the first LETBs. He continues to coach emerging and/or challenged clinical leaders, as well as doctors in training.



**Ms Liz Maddocks-Brown**

**Senior Manager, Faculty and Networks, NHS Improving Quality**

Liz has over 30 years' experience in the public and commercial sectors, as a senior manager specialising in business management, organisational change, innovation and improvement learning and development. Over the last 20 years, her career in the NHS has focused on leading major organisational change at national, regional and local levels, both in provider and commissioning organisations. Her portfolio consists of faculty and network development, accelerated large and small scale event facilitation, OD consulting, capability building design and delivery, leadership and board development, executive coaching and action learning for senior leaders.



**Professor Jane Maher**

**Chief Medical Officer, Macmillan Cancer Support**

Professor Maher trained at King's College London, Westminster Medical School, Harvard University/Massachusetts General Hospital and The Royal Marsden Hospital. She has worked as a consultant clinical oncologist at Mount Vernon Cancer Centre for more than 20 years. Between 1986 and 1999, she developed both general oncology services for five separate hospitals and specialist head and neck cancer services for three health regions. She has since focused her clinical activity on breast and advanced prostate cancer to enable her to work with Macmillan as chief medical officer and with the NHS as a clinical leader; most recently with NHS Improvement as a national clinical adviser for aftercare and survivorship.



**Mr Jake Matthews**

**Medical Student Group PPD Lead, FMLM**

Jake is the personal and professional development lead on the FMLM Medical Students Group (MSG). He is currently a final-year medical student at the University of Birmingham and a Second Lieutenant in the Royal Army Medical Corps. Jake's main aim as part of the MSG has been to involve young and enthusiastic healthcare professionals in medical leadership and management.



**Dr Ashley McKimm**

**Head of BMJ Quality, BMJ**

Dr McKimm is head of BMJ Quality, a division of the BMJ with a mission to help frontline staff and leaders improve healthcare. He practised as a doctor in the UK before being seconded as a clinical advisor to the NHS medical director, Professor Sir Bruce Keogh. He is also programme director of the International Forum on Quality and Safety in Healthcare Asia, editor in chief of BMJ quality improvement reports, and past chair of the Medical Journalists' Association.



**Professor Judy McKimm**

**Director of Strategic Educational Development, Swansea University**

Judy's current role is director of strategic educational development and professor of medical education at Swansea University. She was previously professor and dean of medical education at Swansea. She worked in New Zealand from 2007 until 2011, both at the University of Auckland and latterly as pro-dean, health and social care, Unitec Institute of Technology. She initially trained as a nurse and has an academic background in social and health sciences, education and management. She was director of undergraduate medicine at Imperial College London until 2004 and led the curriculum development and implementation of the new undergraduate medical programme.



**Dr Martin McShane**

**Director for Patients with Long Term Conditions, NHS England**

Three years ago Martin was appointed as one of the five domain directors for NHS England. His role embraces enhancing the quality of life for people with long-term conditions which requires placing the person central to their care and addressing physical and mental health as one. A qualified doctor, he was previously the director of strategy and health outcomes for Lincolnshire PCT. In that role for six years, he led a series of public consultations and service transformations that resulted in reconfiguration of acute and community services, before moving to his current role.



**Mr Patrick Mitchell**

**Director of National Programmes, Health Education England**

Patrick leads the education and training programmes team within Health Education England, including responsibilities for national medical and dental selection and recruitment systems, as well as a large range of HEE mandate deliverables including workforce development programmes for seven-day services, urgent and emergency care, primary and community care, mental health and public health. He also leads the NHS Library and Knowledge Services and the technology enhance learning strategy which now incorporates e-learning for healthcare, the team that delivers clinical e-learning packages across the NHS.



**Dr Aoife Molloy**

**National Medical Director's Clinical Fellow, NICE**

Aoife is a clinical fellow at NICE on the national medical director's scheme and a specialty registrar in acute internal medicine and infectious diseases. She has been involved in the development of hospital-at-night teams, registrar management meetings, the TB London working group, Doctors of the World: Project London, an inter-hospital quality improvement project on antibiotic prescribing, and the BHIVA Audit and Standards Sub-Committee. During her fellowship with NICE, Aoife is working on a range of projects such as shared decision-making, guideline adaptation and collaborating with BMJ to produce quality improvement workbooks.



**Dr Andrew Murray**

**Scottish Clinical Leadership Fellow**

Andrew's major interests are in public health policy, preventative medicine and health futures. He is one of the Scottish clinical leadership fellows, a consultant in sports and exercise medicine, GP and lecturer at Edinburgh and Glasgow Universities. He worked as the Scottish Government's first physical activity champion, helping drive local, community, local and national plans. Scotland is one of few countries worldwide that levels of physical activity are increasing. Andrew was a finalist in the Scottish Health Awards 2012.



**Dr Tayseer Mustafa**

**SAS lead, FMLM**

Dr Mustafa worked as an SAS physician from 2003 until 2014. She obtained her diploma in occupational medicine in 2009 and her MFOM in 2013. She is the SAS lead for FMLM, appraiser, consultant occupational health physician, founder of Health and Economic solutions and director for global medical technology. She is an active member of ACPE (American College of Physicians Executives and assistant editor for the OH Guide to Employers and managers in developing countries. She has a special interest in health and productivity management with specific focus on managing physician performance and improvement quality of care.



**Ms Vijaya Nath**

**Assistant Director, Leadership Directorate, The King's Fund**

Vijaya heads up the King's Fund's work on medical leadership and has significant experience in the design and development of innovative leadership programmes and senior organisational development consultancy. She is director of the Fund's Senior Clinical Leaders, Personal Impact and Influence and Global Health Leadership Forum programmes, co-director of its female executive leadership programme, Athena, and directs and designs a number of international study tours that feature learning from health and non-health organisations, including Kaiser Permanente, The Virginia Mason Institute and Humanitas. She is also a visiting professor at Milan's SDA Bocconi School of Management.



**Ms Julie Norris**

**Regulatory Partner, Kingsley Napley LLP**

Julie is a partner in the regulation and professional discipline team at Kingsley Napley LLP. She has particular expertise in the fields of health, professional and legal services, dividing her practice between acting for individuals and for regulators. The team regularly advises healthcare professionals in relation to all aspects of their regulatory responsibilities, from the early stages of registration with their regulatory body, through to representation at disciplinary hearings.



**Dr Tim Ojo**

**Coaching Network Lead, FMLM**

Tim is a consultant psychiatrist who had been in medical management for ten years. He first became interested in coaching in 2008 and has since gone on to undertake coach training to certificate and subsequently professional diploma level. He is also an accredited mediator and has an MBA with a special interest in the employee 'psychological contract'. He brings an eclectic but research-informed approach to his coaching endeavours, predicated on encouraging authenticity and increased emotional intelligence in coachees.



**Ms Maggie Oldham**

**Adviser to the Medical Chief Executive, FMLM**

Maggie began her career in the NHS in 1982, training as a nurse and then working in general management positions. Most recently from 2010 to 2014 Maggie spent four years working as an executive director at Mid Staffordshire Healthcare NHS Foundation Trust, initially as chief operating officer and then as chief executive while the trust was in special administration until it was dissolved. Currently Maggie is seconded to the FMLM where she is supporting the development of national professional standards for the development of medical leaders.



**Dr Peadar O'Mórdha**

**Healthcare consultant and clinician**

Peadar is an experienced healthcare consultant and clinician, with clinical, commercial and organisational development skills and experience. He is a member of the Royal College of Physicians and of the FMLM, is a fellow of the Royal College of General Practitioners, and has a masters in organisational psychology. He was previously a partner in General Medical Practice, a registered manager with the Healthcare Commission, the chairman of a BMA division, an interim secondary care medical director, and the clinical lead for procurement in the Department of Health.





**Mrs Jackie Parsons**

**Senior Manager, Clinical Leadership Development, Academi Wales**

Jackie is a senior manager for clinical leadership development, working as part of the NHS team within Academi Wales. Over the last three years, she has led on medical leadership development and has developed and delivered a 12-month leadership programme aimed at medical staff in senior management and leadership roles. Jackie initially trained as a nurse in Guy's Hospital, London and worked in Cardiff as a sister in intensive care for ten years before moving into education and training. She is an experienced coach and facilitator and provides a wide range of leadership and behavioural diagnostic feedback.



**Dr Jane Povey**

**Deputy Medical Director, FMLM**

Jane is a GP in Shropshire and her medical management experience includes roles as PCT and SHA medical director. She then worked as clinical engagement and leadership director nationally for Sir Professor Bruce Keogh and Dame Barbara Hakin, supporting the design and implementation of the new commissioning system in England. She now combines working as a GP with a number of local and national strategic roles to strengthen professional leadership in health. She is currently deputy medical director for FMLM with a lead for primary care and diversity.



**Dr Ed Prosser-Snelling**

**National Medical Director's Clinical Fellow, RCOG**

Ed is a senior speciality registrar in obstetrics and gynaecology in the East of England, currently working at the RCOG. His areas of clinical interest are in minimally invasive gynaecology, medical education and human factors simulation training. He worked for two years in the endometriosis centre at Colchester General Hospital developing both his own minimally invasive surgical skills as well as some innovative pelvic training models to help the next generation of surgeons. Ed's interest in medical education centres around the design and provision of human factors based simulation courses in both obstetrics and gynaecology.



**Dr Daghni Rajasingam**

**BME Lead, FMLM**

Daghni is a consultant obstetrician and is head of service for obstetrics at Guy's and St Thomas. Her clinical interests include obesity, diabetes, pre-pregnancy counselling, early access to care and social complications in pregnancy. She is clinical lead for the Women's Global Health Clinical Academic Group at King's Health Partners and is chair of the RCOG Global Health Grants and Projects Committee. She has a masters in leadership, an academic interest in leadership and partnership working and is an accredited mediator. She is the London regional lead for the FMLM.



**Dr Alok Rana**

**Consultant Old Age Psychiatrist, Devon Partnership NHS Trust**

Alok is a consultant old age psychiatrist at Devon Partnership NHS Trust and is deputy quality improvement lead for South of England for FMLM. He has a special interest in leadership and quality improvement and is a keen supporter of making it a routine practice in both clinical and non-clinical practice. He is the psychiatry speciality lead and budget holder for UEMS - Exeter Med School, Peninsula Foundation School and Peninsula MRCPsych course lead. He led the national pilot of the FMLM-SPS programme as peer mentee.



**Mr Paul Rice**

**Head of Technology Strategy, NHS England**

Paul is head of technology strategy for NHS England. He leads the team helping deliver a digitally-enabled and paperless NHS, and oversees a £600 million investment fund to help the NHS introduce integrated digital care records and put digital technology in the hands of nurses. He was the author of Personalised health and care 2020, which outlines NHS policy on digital health, information technology and data to the end of the decade. Paul holds a first degree in law and accounting and a doctorate in medical law and bioethics.



**Professor William Roche**

**South of England Regional Lead, FMLM**

Professor Roche was appointed medical director for the South East Coast SHA in 2009, having previously been medical director of the Southampton University Hospitals NHS Trust, leading on improvements in trust performance and clinical care. He is professor of pathology at the University of Southampton. He qualified in medicine and science at University College Dublin and undertook postgraduate studies as a research fellow of the University of Sydney. His research interests are in airways disease and malignant disease of the pleural cavity. He has contributed to the understanding of the cellular and molecular changes in allergic diseases including asthma and allergic eye disorders.



**Ms Kate Rohde**

**Partner, Kingsley Napley LLP**

Kate is a partner in Kingsley Napley's LLP clinical negligence team and an experienced specialist in clinical negligence claims of all types, often acting for bereaved families or on behalf of children and adults who have suffered permanent and profound injuries. She is an accredited member of both AvMA's and The Law Society's specialist clinical negligence panels.



**Mr Ian Scott**

**Consultant Colon and Rectal Surgeon, The Ipswich Hospital NHS Trust**

Ian Scott was appointed as a consultant surgeon to the Ipswich Hospital in 1984. He was vice-chairman of Suffolk Health Authority, prior to being appointed medical director at the Ipswich Hospital, a post he held for 14 years. His interest in medical management led to his being one of the earliest members of the British Association of Medical Managers, an organisation of seminal importance in the development of the skill sets needed by doctors in management roles. He has always had an interest in the use of IT in clinical practice, and has worked as a clinical lead in the NPfIT.



**Mr Thomas Shanahan**

**Regional Medical Student Lead, FMLM**

Thomas is a medical student in Leeds. As well as being on the steering group of New Health and Care Voices, Thomas is a GMC associate, improvement fellow, is north of England regional medical student lead for FMLM and is president of the Leadership and Management Society (LAMSoc), which aims to inspire the next generation of healthcare leaders. He previously worked for the UN for six years in Africa and Asia-Pacific focusing on peace building and gender-based violence. He designed and managed projects and contributed to policy change.



**Dr Ingrid Slade**

**Director, Centre for Personalised Medicine**

Dr Slade is the director of the Centre for Personalised Medicine, an innovative partnership between St Anne's College and the Wellcome Trust Centre for Human Genetics, University of Oxford, which aims to provide a focus for multidisciplinary interaction, dissemination of knowledge and enhancement of the educational experience of students, faculty, healthcare professionals and the public more broadly. Her time is divided between the Health Economics Research Centre and Ethox (a bioethics research centre), in the Nuffield Department of Population Health where she works on the themes of resource allocation and priority setting applied to the integration of genomic medicine across the NHS.



**Professor Peter Spurgeon**

**Director of Institute of Clinical Leadership, University of Warwick**

Professor Peter Spurgeon is a previous director of the Health Services Management Centre, University of Birmingham and established the Institute of Clinical Leadership at the Medical School, Warwick University. He led the national project that developed the Medical Leadership Competency Framework that was endorsed by the General Medical Council and subsequently adapted for all clinical professionals as the Clinical Leadership Competency Framework. He leads the work nationally and internationally on medical engagement and its link to organisational performance. Currently he is also working on a new, proactive risk-based approach to improving patient safety and also measuring organisational safety culture.



**Dr Kevin Stewart**

**Clinical Director, Clinical Effectiveness & Evaluation Unit, Royal College of Physicians**

Dr Stewart leads the Royal College of Physicians' national clinical audit work, including the national audit of end-of-life care. His clinical background is in general and geriatric medicine which he still practises part time in Winchester. He was medical director of Winchester & Eastleigh NHS Trust until 2009 then a Health Foundation quality improvement fellow at the Institute for Healthcare Improvement in Cambridge, Massachusetts in 2009/10. He became medical director of the team which devised the NHS safety thermometer at the Department of Health before taking up his current post in 2011.



**Ms Melanie Walker**

**Chief Executive, Devon Partnership NHS Trust**

Melanie joined Devon Partnership NHS Trust in April 2014. A nurse by background, She has worked at all levels and in all settings in the NHS. She has a long history of working in mental health services and has also been a commissioner. Melanie was formerly chief executive of Newham Primary Care Trust and chief executive of The Princess Alexandra Hospital NHS Trust in Harlow.



**Dr Iain Wallace**

**Medical Director, NHS Lanarkshire and Scotland Regional Lead, FMLM**

Dr Wallace is currently the medical director of NHS Lanarkshire. He practised as a GP principal in the south side of Glasgow for ten years before being appointed in 1999 as medical director of Greater Glasgow PCT. In 2005 he became the associate medical director for the Women and Children's Directorate in NHS Greater Glasgow and Clyde and for a time combined this role with being interim medical director of NHS Quality Improvement Scotland. He was appointed medical director of NHS Forth Valley in 2010 before moving to Lanarkshire earlier this year. He is also chair of the Death Certification National Advisory Group, among other roles.



**Mr Peter Walsh**

**Chief Executive, Action against Medical Accidents**

Peter is chief executive of Action against Medical Accidents ('AvMA'), the UK charity for patient safety and justice. Peter has considerable experience of work on patients' rights, advocacy and health policy. At AvMA one of his most notable of many achievements was leading the charity's successful campaign for a legal "Duty of Candour". Before joining AvMA he was director of the Association of Community Health Councils for England and Wales and has worked extensively in the voluntary sector. He was also a 'patients for patient safety champion' at the World Health Organization and was on the editorial advisory board of Clinical risk.



**Ms Viv Walton**

**Director, Dearden Search and Selection**

Viv is a coach and assessor for senior clinical and executive appointments. She works with NHS organisations to support the appointment of chief executives, clinical directors and consultants. Working with her colleagues and the recruiting organisation, Viv designs and runs assessment exercises, triangulating information from psychometric personality assessment and 'work-based' exercises to give the selection panel information about applicants' personal qualities and preferred behaviour. Full feedback ensures that the process is developmental for candidates.

A qualified psychologist, with a masters degree in coaching psychology, Viv has provided coaching for clinicians for many years.



**Dr Stuart Ward**

**Medical Director and Responsible Officer (Wessex Area Team), NHS England**

A working GP, Stuart has been engaged in the commissioning agenda for many years. He was formerly the professional executive committee chair of Eastleigh and Test Valley South PCT, before the formation of Hampshire PCT. Four years ago he was appointed as medical director and responsible officer for the SHIP PCT cluster (Southampton, Hampshire, Isle of Wight and Portsmouth) and also as primary care lead for the South Central Strategic Health Authority (SCSHA). Two years ago took up the role of medical director and responsible officer for the Wessex Area Team of NHS England.



**Dr Rowan Wathes**

**National Medical Director's Clinical Fellow, NHS Trust  
Development Authority**

Dr Wathes qualified from Oxford University Medical School in 2010, and has since been working as a junior doctor in the London Deanery. She completed core medical training in 2014 and is currently a national medical director's clinical fellow at the Trust Development Authority. She has a keen interest in hospital management and how to shape the future NHS, and is interested in how good medical leadership can facilitate improvements in the quality of healthcare. In her current role, she is working on a variety of projects relating to seven-day services, the urgent and emergency Care Review, and improving the medical engagement of junior doctors.



**Dr Geoff Watson**

**Founding Member, FMLM**

After qualifying as a doctor in 1989, Geoff trained and worked in the south and south west of the UK for 23 years with an 18-month spell in Hong Kong. For the past 14 years he has been a consultant in anaesthesia and intensive care medicine in Cornwall and Hampshire. In addition Geoff took an early role in management and was Divisional Director for Anaesthetics and Surgery at the Royal Hampshire County Hospital, Winchester for five years. Since October 2012 he has been medical director acute at Guildford and Waverley Clinical Commissioning Group and last year became deputy medical director at the FMLM.





**Professor Michael West**

**Senior Fellow, King's Fund and Professor of Organisational Psychology, Lancaster University Management School**

Michael is senior fellow at the King's Fund, professor of organisational psychology at Lancaster University Management School, senior research fellow at The Work Foundation, and emeritus professor at Aston University. The focus of his research over 30 years has been culture and leadership in organisations, team and organisational innovation and effectiveness, particularly in relation to the organisation of health services. He provides regular policy advice to many national NHS organisations, and lectures both nationally and internationally about the results of his research and his solutions for developing effective and innovative healthcare organisations.



**Ms Julie Wood**

**Director, NHS Clinical Commissioners**

Julie is the director of NHSCC. As part of this national role she is involved in working at the centre of detailed policy development and implementation with the Department of Health, NHS England and the other main national organisations to ensure that the independent collective voice of CCGs is heard. She combines this with a small amount of healthcare policy consultancy activities, supporting commissioning and innovation with local health communities and national/international healthcare related organisations. Her NHS career spans 30 years, with a focus on service development and innovation in primary care and commissioning.

# FMLM Careers

In partnership with Talent Works and Hunter Healthcare, FMLM Careers provides services for **organisations** and **individuals**:

- leadership assessment and development centres
- dedicated executive search services
- mentorship and coaching post placement

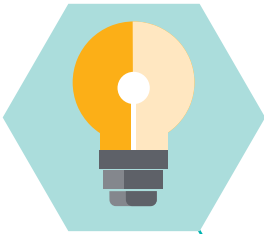


Supporting healthcare **organisations** to find, develop and maximise the potential of their medical leaders.

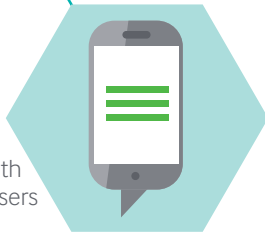
Support for **doctors** to assess and develop their medical leadership capability.

## Want to improve healthcare but don't know where to start?

Our online workspace will support you through healthcare improvement projects and on to publication.



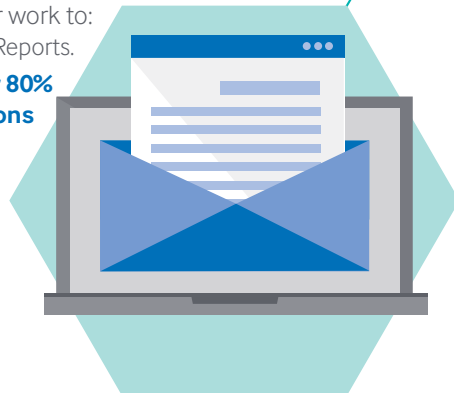
Our workbooks:  
Bring an idea or  
choose a topic



Collaborate with  
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Exclusive BMJ  
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Submit your work to:  
BMJ Quality Improvement Reports.

**We publish over 80%  
of submissions**

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[quality.bmj.com](http://quality.bmj.com)

## **NHS Improving Quality working with the Centre for Innovation in Health Management have developed the Network Toolkit:**

An online platform helping you to establish and lead networks, whilst providing tools to assess network effectiveness and sustainability

### **Why use networks?**

- To accelerate quality improvement and transformational change.
- To learn, connect, influence, shape and deliver health services.
- To share resources for the 'common good'.

### **What does the Network Toolkit offer?**

**Networks:** Current intelligence about networks and how to start your own.

**Communications:** Create a profile and interact with others using the GEO map.

**Resources:** Open access to discussion forums, case studies, apps and much more.

**Diagnostics:** Access to three diagnostic tools to develop successful and sustainable networks.

NHS Improving Quality has developed this resource with the [Centre for Innovation Management](#) and is thankful to The Health Foundation for sharing its work on diagnostics.





## Improving Quality

### **FREE online training launching in April**

Enhance your knowledge and skills in health and care improvement and improvement science - Join our innovative new **Massive Open Online Course (MOOC)**

- Set to be one of the largest courses of its kind in health and care
- Created and delivered in partnership by NHS Improving Quality, the Jönköping Academy for Improvement of Health and Welfare, Jönköping University and Qulturum, Jönköping Region, in Sweden
- Open to anyone interested in health and care improvement
- An introduction for beginners and a great way to fill in any gaps for more experienced improvers
- Delivered entirely online
- Featuring live knowledge exchange events, allowing you to learn from experts and debate and connect with others
- Study at your own pace at a time to suit you
- Entirely free to participate.

#### **We will cover:**

- 1.The fundamentals of quality improvement
- 2.Improvement work: Using the Model for Improvement
- 3.Measuring for improvement
- 4.Sustaining and spreading gains.

Register your interest for the MOOC now by e-mailing [mooc@nhsiq.nhs.uk](mailto:mooc@nhsiq.nhs.uk)

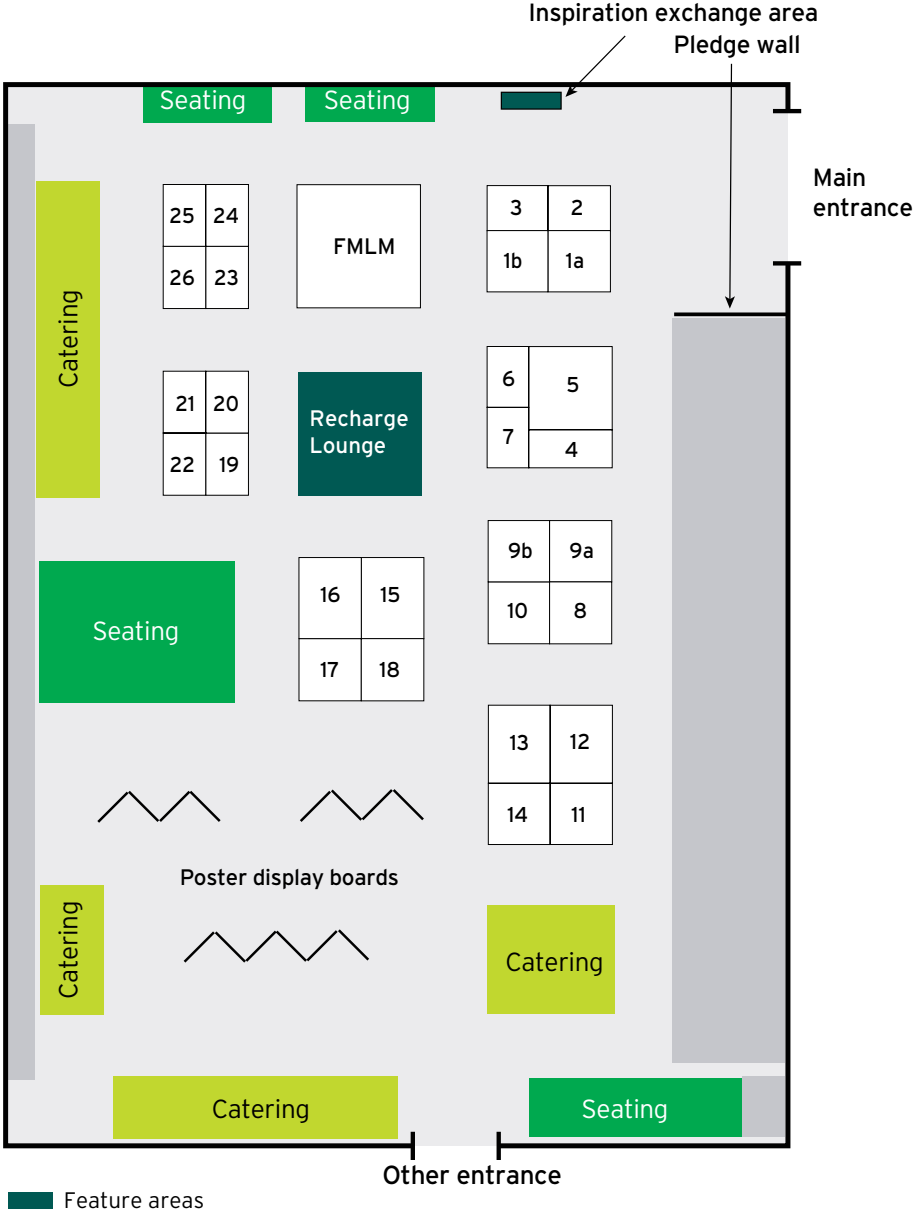
For more information visit [www.nhsiq.nhs.uk/mooc](http://www.nhsiq.nhs.uk/mooc) and use the hashtag **#QIHikers** on Twitter.



## List of exhibitors and supporters

	<b>Stand</b>
Academi Wales	20
Allocate Software	14
A-Team Health Recruitment	10
BMJ	9b
BPP University – School of Health	21
Cambridge Judge Business School	18
Coaching Doctors	6
Dearden Search and Selection	19
Engage 2 Perform	2
General Medical Council	5
Healthcare Quality Improvement Partnership	22
Health Education England	15
Keele University, School of Medicine	7
The King's Fund	11
Kingsley Napley LLP	Supporter
NHS Confederation	12
NHS Employers	13
NHS England	1b
NHS Improving Quality	16
NHS Leadership Academy	3
UK Reserve Forces	8

# Exhibition floorplan



## Exhibitors and supporters

### Academi Wales



#### Stand 20

The Academi Wales vision is to create great leadership through learning. We seek to build a future for Wales where leadership of public services is visionary, collaborative and world class. Our focus is on leadership, continuous improvement, research and development, personal development and online learning. We aim to develop strategic thinking and systems leadership capabilities, and identify adaptive solutions to pan sector issues. The NHS Leadership and Development Team support the delivery of key areas of activity, identified within the Academi Wales business plan, which are aligned to the Welsh Government workforce and service agenda for NHS Wales.

#### Contact

Jackie Parsons, Academi Wales  
NHS Leadership & Development Team,  
Academi Wales, Welsh Government,  
Cathays Park, Cardiff CF10 3NQ  
02920 801399/02920 826687  
jackie.parsons@wales.gsi.gov.uk  
www.academiwales.org.uk  
@academiwales

### Allocate Software



#### Stand 14

HealthMedics from Allocate Software -  
Intelligent Medic Workforce Software

Whether you are among the 155 organisations that use HealthMedics software or not, there is something of interest for you on the Allocate Software exhibition stand. We are looking forward to sharing the experiences and benefits of how your peers are using HealthMedics to help manage doctors' availability and leave, ease the job planning and streamline revalidation. Our expert team will be on hand to discuss how the software can help support seven-day working, improved planning and how it can be deployed to provide individual medics with information they value.

#### Contact

Michael Sealy, Allocate Software  
1 Church Road, Richmond TW9 2QE  
020 7355 5555  
HealthMedics@allocatesoftware.com  
www.allocatesoftware.com/HealthMedics  
@AllocateS



# Exhibitors and supporters

## A-Team Health Recruitment



### Stand 10

Established in 1999, A-Team Health Recruitment are UK-based medical recruitment specialists. We are committed to helping trusts in the UK and Ireland focus on recruiting substantive medical staff from Europe and therefore save on expensive temporary staffing bills. We are passionate about helping European healthcare professionals advance their careers abroad. We provide a 'one-stop' recruitment solution to large healthcare organisations, delivering a high cost-effective and quality staffing solution that will be specifically designed and tailored around you.

We truly value and appreciate the trust you place in us and dedicate ourselves to earn it every day!

### Contact

Chloe Newson, A-Team Health Recruitment  
67 Albion Street, Birmingham B1 3EA  
0121 694 7015  
info@ateamhr.com  
www.ateamhr.com  
@a\_team\_hr

## BMJ



### Stand 9b

BMJ advances healthcare worldwide by sharing knowledge and expertise to improve experiences, outcomes and value. Along with our world renowned flagship title, The BMJ, we also offer nearly 50 specialty journals and a world-leading collection of digital professional development resources. Our unique digital tools help healthcare professionals support their decisions, interpret clinical data and improve the quality of healthcare delivery.

### Contact

Consortia Sales, BMJ  
BMA House, Tavistock Square,  
London WC1H 9JR  
020 7387 4410  
consortiasales@bmj.com  
www.bmj.com  
@bmj-company

## **BPP University - School of Health**



**BPP**  
SCHOOL OF  
HEALTH

### **Stand 21**

BPP University - School of Health is an expanding publisher of medical textbooks and a provider of CPD courses for doctors.

Of particular interest to conference delegates will be the titles in our Medipass, Progressing Your Medical Career and Essential Clinical Handbook series.

Our unique teaching provides practice-focused qualifications that have an emphasis on patient-centred care delivered by practitioner-tutors in an engaging and interactive learning experience.

A selection of our textbooks is available to buy at the conference at discounted prices and information on our flexible CPD courses is also available on our stand.

Special offer, 25 per cent discount on all BPP School of Health titles, follow this link [www.bpp.com/medical-series](http://www.bpp.com/medical-series) and when prompted add the promotion code FMLM.

### **Contact**

Tom Ferris, BPP University - School of Health  
07976 394172

[tomferris@bpp.com](mailto:tomferris@bpp.com)

[www.bpp.com/medical-series](http://www.bpp.com/medical-series)

## **Cambridge Judge Business School**



### **Stand 18**

The Cambridge Executive MBA is a 20-month degree programme, designed specifically for executives who have already reached a senior level, and are now looking at leading roles within their organisations.

Delivered over 16 weekends and four week-long blocks, the programme is attended by people from all over the world and enables participants to continue working while earning a Cambridge degree.

The programme develops both hard and soft skills, and provides practical, relevant knowledge to enable you to play a leading role in your organisation.

### **Contact**

Bethan Drummond, Cambridge Judge Business School

Trumpington Street, Cambridge CB2 1AG

01223 766329

[emba-enquiries@jbs.cam.ac.uk](mailto:emba-enquiries@jbs.cam.ac.uk)

[www.jbs.ac.uk/executivemba](http://www.jbs.ac.uk/executivemba)

@CambridgeEMBA

# Exhibitors and supporters

## Coaching Doctors



### Stand 6

Alexis Hutson coaches doctors to help them succeed in their non-clinical areas and achieve their full career potential. This includes: personal performance, skills and task management, career planning and leadership development.

Alexis works with doctors who want to work privately in a one-to-one setting where they can explore and develop their thinking and decisions. They want their learning to be sustainable and focused on their situations and to do this independently of their employers or commissioners.

She holds a diploma in professional coach mentoring (the OCM), is a member of the European Mentoring and Coaching Council and a registered FMLM coach.

### Contact

Alexis Hutson, Coaching Doctors  
31 Western Park Road, Leicester LE3 6HQ  
07540 593476  
alexishutson@yahoo.com  
www.alexishutson.com  
@AlexisHutson1

## Dearden Search and Selection



### Stand 19

Dearden Search and Selection supports NHS organisations to select and develop the most talented clinicians.

We provide evidence-based, insightful, value-for-money, tailored support to meet individual organisational requirements:

- leadership assessment for recruitment and development
- career coaching
- interview coaching
- leadership development
- training and support of in-house HR teams to deliver personal and leadership skills assessments.

As specialists in assessment of clinical leadership ability we offer particular expertise assessing leadership skills, personal qualities and the values and behaviours that underpin them. We enhance organisational clinical leadership through improved selection assessment, while developing individual leadership through comprehensive feedback and support.

### Contact

Sarah Banton, Dearden Search and Selection  
The Clock House, Church Lane, East Harptree,  
Bristol BS40 6BD  
01404 814248  
sarah.banton@deardensearchselect.co.uk  
www.deardensearchselect.co.uk  
@DeardenSelect

## Engage 2 Perform



### Stand 2

Engage to Perform Ltd (E2P) is a company specialising in improving medical engagement and clinical safety. E2P operates the Medical Engagement Scale (MES) and the Safety Clinical Index (SCI).

MES ([www.medicalengagement.co.uk](http://www.medicalengagement.co.uk)) provides a reliable and valid method of understanding how doctors are engaged in your organisation, and suggest ways how this might be improved. The MES survey has been undertaken at over 100 health organisations in the UK and overseas.

#### Contact

Peter Morgan, Engage 2 Perform  
The Old Farmhouse, 8 Walton Bank,  
Eccleshall ST21 6NH  
07768 480336  
[info@medicalengagement.co.uk](mailto:info@medicalengagement.co.uk)  
[www.medicalengagement.co.uk](http://www.medicalengagement.co.uk)  
[@engage2perform](https://twitter.com/engage2perform)

## General Medical Council

General  
Medical  
Council

Regulating doctors  
Ensuring good medical practice

### Stand 5

The General Medical Council is an independent organisation that helps to protect patients and improve medical education and practice across the UK. We decide which doctors are qualified to work here and we oversee UK medical education and training.

We set the standards that doctors need to follow, and make sure that they continue to meet these standards throughout their careers. We also take action when we believe a doctor may be putting the safety of patients, or the public's confidence in doctors, at risk.

#### Contact

Emily Nicholas, General Medical Council  
Regent's Place, 350 Euston Road,  
London NW1 3JN  
0161 923 6602  
[gmc@gmc-uk.org](mailto:gmc@gmc-uk.org)  
[www.gmc-uk.org](http://www.gmc-uk.org)  
[@gmcuk](https://twitter.com/gmcuk)

# Exhibitors and supporters

## Healthcare Quality Improvement Partnership



### Stand 22

The Healthcare Quality Improvement Partnership (HQIP) aims to improve health outcomes by enabling those who commission, deliver and receive healthcare to measure and improve our healthcare services.

HQIP's work includes the managing of the National Clinical Audit and Clinical Outcome Review Programmes and the National Joint Registry on behalf of NHS England. We produce evidence-based guidance and support local organisations with training events and practical tools. HQIP support healthcare organisations to use best practice to ensure robust results and actionable recommendations.

HQIP is an independent organisation working in partnership with patients and healthcare professionals to influence and improve healthcare practice at all levels.

### Contact

James Thornton, Healthcare Quality Improvement Partnership  
45 Moorfields, London EC2Y 9AE  
020 7977 7370  
communications@hqip.org.uk  
www.hqip.org.uk  
@HQIP

## Health Education England



## Health Education England

### Stand 15

We are the NHS engine that will deliver a better health and healthcare workforce for England. We are responsible for the education, training and personal development of every member of staff, and recruiting for values. We are England's health and healthcare people service.

### Contact

Health Education England  
Floor 16, Portland House, Bressenden Place,  
London SW1E 5RS  
020 8433 6869  
www.hee.nhs.uk  
@NHS\_HealthEdEng

## **Keele University, School of Medicine**



### **Stand 7**

The Clinical Leadership and Management Team at Keele specialise in courses and development programmes for clinicians working in the NHS and in private and voluntary sectors. These well-evaluated courses are delivered at Keele or on a bespoke basis at venues throughout the country. We aim to equip our participants with the knowledge, understanding and skills to enable them to act with confidence in their roles. To make this possible, we maintain strong links with both national and local policymakers to ensure that our courses and programmes are aligned to the vision and direction of modern, world-class, healthcare.

### **Contact**

Dr Wynne Thomas, Senior Teaching Fellow,  
Keele University, School of Medicine  
SF19 Clinical Education Centre (CEC),  
University Hospitals of North Midlands  
NHS Trust, Royal Stoke University Hospital,  
Newcastle Road, Stoke-on-Trent ST4 6QG  
01782 672697  
m.j.w.thomas@keele.ac.uk  
www.keele.ac.uk/cml  
WynneThomas@brambletwig

## **Kingsley Napley LLP**

### **Kingsley Napley**

We recognise that everyone wants to place the health of themselves and their loved ones in the hands of trusted professionals. We are committed to working with the overseers of healthcare providers to make that happen. Many of our practice areas work with clients involved in healthcare so we are uniquely placed to understand why mistakes occur. We want to work with the medical profession to help improve patient safety by sharing our insight. We aim to support any changes that see a shift from “blame” to “accountability” and we believe lawyers have a role to play in this process.

### **Contact**

Ms Kate Rohde, Kingsley Napley LLP  
Knights Quarter, 14 St John's Lane, London  
EC1M 4AJ  
020 7814 1237  
krohde@kingsleynapley.co.uk  
www.kingsleynapley.co.uk  
@HealthcareKN

# Exhibitors and supporters

## The King's Fund

### TheKingsFund>

#### Stand 11

The King's Fund has been involved in leadership development in the NHS since 1951. Today we work with individuals, teams and organisations from across the health and care system to improve performance and support the delivery of high-quality care. We also carry out research and analysis to lead change in the way that people think about leadership and culture in the NHS.

We work with clinical leaders at all stages in their career to develop their capacity to influence change within their organisation, increase their confidence and resilience as leaders, and to balance the complex range of responsibilities demanded of them.

#### Contact

Emmet Giltrap, The King's Fund  
11-13 Cavendish Square, London W1G 0AN  
020 7307 2548  
e.giltrap@kingsfund.org.uk  
www.kingsfund.org.uk/leadership  
@TheKingsFund

## NHS Confederation



#### Stand 12

The NHS Confederation is the only membership body that provides a strong voice for the whole healthcare system. We represent our members and bring together the health and care system to help improve the health of patients and the public. We do this by:

- influencing health policy by representing our members' views to Government, Parliament, policymakers and the public
- making sense of the whole health system with our policy research and analysis, publications and information services
- supporting our members through providing expertise and insight and facilitating networking and learning.

We play a crucial leadership role by bringing together all parts of the system through our networks and forums, corporate members, and associations.

#### Contact

Danielle Lindley, NHS Confederation  
50 Broadway, London SW1H 0DB  
020 7799 6666  
www.nhsconfed.org

## NHS Employers



### Stand 13

NHS Employers can help you create and maintain a positive staff experience for your team. Visit NHS Employers at stand 13 to find out how our free products including health and wellbeing infographics, organisational culture apps and a sickness absence tool and calculator, can help line managers and leaders have a crucial impact on creating an engaged and healthy workforce who deliver high-quality patient care. NHS Employers is the voice of employers in the NHS, supporting you to put patients first - come and talk to us.

#### Contact

NHS Employers  
2 Brewery Wharf, Kendell Street,  
Leeds LS10 1JR  
0113 306 3000  
comms@nhsemployers.org  
www.nhsemployers.org  
@nhsemployers

## NHS England



### Stand 1b

NHS England aims to improve the health outcomes for people in England by putting patients and the public at the heart of everything it does.

Open, evidence-based, inclusive and transparent about the decisions it makes, NHS England represents everything the NHS should be.

NHS England empowers and supports clinical leaders at every level of the NHS through clinical commissioning groups (CCGs), networks and senates, in NHS England itself and in providers, helping them to make genuinely informed decisions, spend the taxpayers' money wisely and provide high-quality services for all, now and for future generations.

#### Contact

NHS England  
PO Box 16738, Redditch B97 9PT  
0300 311 22 33  
england.contactus@nhs.net  
www.england.nhs.uk  
@NHSEngland



# Exhibitors and supporters

## NHS Improving Quality



### *Improving Quality*

#### Stand 16

NHS Improving Quality works to improve health outcomes across England by providing improvement and change expertise. It brings together knowledge, expertise and experience from across the NHS, establishing a new vision and re-shaping the healthcare improvement landscape. NHS IQ is helping to build improvement capacity and capability by acting as a catalyst for change, liberating people to develop new skills and improve the quality of what they do. NHS IQ are also supporting the delivery of the NHS Outcomes Framework by designing, commissioning and delivering improvement programmes to help the acceleration of learning to enable whole system change across England.

#### Contact

NHS Improving Quality  
enquiries@nhsiq.nhs.uk  
www.nhsiq.nhs.uk  
@nhsiq

## NHS Leadership Academy



### *Leadership Academy*

#### Stand 3

At the NHS Leadership Academy our philosophy is simple - great leadership development improves leadership behaviours and skills. Better leadership leads to better patient care, experience and outcomes.

Our purpose is to work with our partners to deliver excellent leadership across the NHS to have a direct impact on patient care.

We offer a range of tools, models, programmes and expertise to support individuals, organisations and local academies to develop leaders, celebrating and sharing where outstanding leadership makes a real difference.

In 2013 we launched the largest and most comprehensive approach to leadership development ever undertaken through our professional development programmes.

#### Contact

NHS Leadership Academy  
3 The Embankment, Sovereign Street,  
Leeds LS1 4GP  
0113 3225 682  
enquiries@leadershipacademy.nhs.uk  
www.leadershipacademy.nhs.uk  
@NHS Leadership

## UK Reserve Forces



### Stand 8

The UK Reserve Forces provide healthcare professionals with a unique opportunity to utilise and enhance their medical, leadership and management skills in challenging yet rewarding environments.

Reserve service can help healthcare professionals develop distinctive medical and non-medical skills which they are unlikely to learn in their day-to-day jobs which will benefit both the individual and his/her civilian employer.

Come and visit us at stand 8 to find out more about the medical, leadership and management opportunities available within the Royal Navy, Army and Royal Air Force Reserve.

Search 'Navy Jobs'

Search 'Army Medical Reserves'

Search 'RAF Recruiting'

### Contact

UK Reserve Forces

Royal Navy: [www.royalnavy.mod.uk/careers/role-finder/roles/royalnavalreserve](http://www.royalnavy.mod.uk/careers/role-finder/roles/royalnavalreserve)

Army: [www.army.mod.uk/medical-services/29906.aspx](http://www.army.mod.uk/medical-services/29906.aspx)

Royal Air Force: [www.raf.mod.uk/recruitment](http://www.raf.mod.uk/recruitment)

# Thank you

The FMLM would like to thank its partners and supporters of the 2015 National Conference:

## Partners



## Platinum supporter



*Improving Quality*

## Silver supporter

Kingsley Napley

## Breakfast session supporters



Event produced by



