



clemorton

Developing Leadership within the NHS



Clemorton are a highly regarded International Management and Leadership Training provider with a great deal of experience working with Doctors, nurses, administration staff and management at all levels within the NHS. We have a thorough understanding of the issues that you face and come with a pedigree and demonstrable track record of being able to offer tailored and appropriate support for you in the leadership aspects of your role.

Unlike many training organisations our courses are designed and delivered by experienced senior managers who understand the practical day-to-day implications, particularly when managing short term teams with diverse objectives in a challenging, ever changing fast paced environment such as the frontline NHS

Working with the NHS

At Clemorton we have over 10 years' experience in training NHS teams from a spectrum of job roles. Add to this a practical knowledge of how the National Health Service makes management a difficult and complex task, given its uniqueness. This is particularly challenging for clinical staff, with limited or no, prior Leadership & Management development or experience.

With the focus of this programme being SPR's and newer Consultants, Clemorton aims to improve overall people management and engagement skills to give tomorrows frontline NHS leaders the best chance of success in this complex and ever changing environment

"The health service needs to equip its managers and health professionals with the leadership and management skills essential in developing the new organisational environments which will be needed to achieve a transformation in the quality of patient care"
The Department of Health.

ILM Accredited and Certificated SPR to Consultant Critical Leadership Programme (CLP)

Skilling tomorrows front line NHS leaders in Management & Leadership

As the Kennedy Report indicates, the approach to developing leadership and management skills, particularly for health professionals, has been patchy in the past. Many health professionals have not had the support and development that they needed to take on the challenge of leading key teams and major health care institutions. Clemorton aims to meet this challenge by offering a comprehensive 5 day programme to allow SPR's and Consultants the opportunity to see what is required to manage successfully within their multi-disciplinary environments as well as explore and discuss the range of solutions available dependent on the situation faced, and the people involved. The programme is designed to be highly interactive and supportive.



It is for this reason that we have established our **SPR to Consultant Critical Leadership Programme (CLP)** in conjunction with the **Institute of Leadership and Management**



Additional programmes and courses are available to continue the professional development of this vitally important group of future front line leaders in the NHS, and Clemorton is committed to support this ongoing development.

The set-up of the CLP modules will be organised with job time constraints in mind, and run in regional locations to reduce delegate travel and overnight costs. The Programme will run in modules over 3-9 months to allow adequate planning and time for implementation and review.

Our 5 Day Critical Leadership Programme has recently been certified by the CPD Service allowing you to apply for the appropriate CPD credits through your professional body or employer organisation



Benefits of the SPR to Consultant Critical Leadership Programme (CLP)

- A programme that is specifically designed for all SPR,s regardless of speciality
- Focused development for essential skill development in management/leadership and people skills within the NHS
- Attaining essential skills to be competently able to lead constantly changing multi-disciplinary teams
- Practical interactive training focussing on "day to day" situations,- e.g. dealing with conflict and poor performance within the NHS
- Leveraging existing relationships and developing a newer and stronger Partnership approach with colleagues
- Accredited and certificated programme with an Institute of leadership & Management (ILM) Development Award
- Essential skills for long term career development to Consultant including preparation for interview

We have been sensitive to budgetary constraints when setting up pricing and costs associated with this vital support initiative and have made our 5 Day ILM CLP Development Award available at £995 per person.



University Hospitals **NHS**
Coventry and Warwickshire
NHS Trust

I have just completed the Essential Management & Leadership Skills course organised by Clemorton Consultancy Ltd. This was a 5 module programme spread over a few months.

As a new consultant (appointed 18 months ago) I have found it hugely informative and rewarding. The course is extremely relevant for all staff - nursing / medical or administrative who have to manage personnel, and I personally found it very relevant to my practice.

As a confident extrovert, it allowed me to understand how my "dynamic" management style can affect different personalities, and how to get the best out of staff that are very different to me. I have recently put my training into practice with a trainee in difficulty and had to explain to them why I felt his behaviour was unacceptable and what I wanted to change. Rather than having any conflict, due to me adapting my style as trained, I was rewarded with the individual thanking me for pointing out their failings as now he understood why things weren't going well for him, something which he had never been told in his last two jobs!

With regards to the course, the organisation was excellent and the delivery of the format done in a professional, interactive, thought provoking way which allowed every individual to maximise the benefit gained from the course. I was particularly impressed about how the trainer / facilitator managed to balance the group to allow the quieter members to participate as much as the more vocal. Despite everyone being from different backgrounds and seniority, this was never a problem and in fact, lessons were learnt from each other's experience as well as from the trainer.

I would support wholly the uptake of this course across the NHS and in fact have asked my Clinical Director to attend the next one!

Dawn Adamson (RKB) Consultant Interventional Cardiologist

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A sample of our current client base

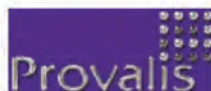


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