

Federated4Health Coaching & Leadership Scheme 2021-2022



What is the GP Coaching & Leadership scheme?

Federated4Health is running its successful **Coaching & Leadership** fully funded scheme to develop local Clinicians. The scheme will use coaching and leadership training with the aim of:

- Motivating and revitalising GPs' personal career paths
- Providing leadership development; supporting innovation in practice work
- Strengthening and consolidating skills and abilities
- Building capacity to succeed in responsible General Practice roles
- Supporting clinicians to develop their careers as Clinical Leaders in Haringey

Who is the scheme for?

The scheme is for doctors in Haringey who have been GPs for **over 3 years post registration** and is open to:

- Salaried doctors
- Partners

It is **not** open to Locum GPs.

What is the coaching part of the scheme?

More effective, efficient and enjoyable practice can be achieved by understanding how we work as individuals and together. Looking at ways of improving our habitual patterns of thinking and communicating can improve and sustain our practice.

Coaching aims to help drive individuals towards their goals within a safe environment. This often facilitates a change in awareness that can begin to shift attitudes, perceptions and positions, allow obstacles to be worked through and encourage best practice and empowerment.

The coaching will be provided by experienced and qualified coaches who are active and retired GPs. You will organize one to one coaching sessions with the coach at times suitable.

The federation will provide 6 fully funded coaching sessions over 6 months

- *Coaching sessions will be 90 minutes long*
- *Practices will receive backfill*
- *Initial sessions will be 2 weeks to 1 month apart.*
- *The final session will be an opportunity to review progress and consider next steps at the 6-12 months stage*

What is the leadership part of the scheme and when will the sessions be?

The Leadership scheme will bring together all our successful applicants and will provide fully a funded leadership programme over 8 half days. The programme is modelled on the NHS leadership programme and will incorporate the following:

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| 1. <i>Leading in the context of primary care</i> | 16.6.21 |
| 2. <i>Leading Self</i> | 23.6.21 |
| 3. <i>Leading & communication</i> | 7.7.21 |
| 4. <i>Leading & managing others</i> | 14.7.21 |
| 5. <i>Leading teams in Haringey – team coaching</i> | 15.9.21 |
| 6. <i>Leading teams and change</i> | 29.9.21 |
| 7. <i>Leading Projects in Haringey</i> | 13.10.21 |
| 8. <i>Leading for the future in Haringey</i> | 20.10.21 |

Is there any project work?

The applicant will be expected and supported to undertake a practice based project that helps the successful applicant contextualise their leadership learning. The themes of this project work will be chosen by the participant to address an actual issue and will be discussed in the leadership training and the coaching sessions.

Who pays for the scheme?

The Federation will fully fund the scheme for 8 successful applicants. All coaching and leadership training will be funded. **The scheme will also include backfill if the doctor is released by the practice.**

What will the next stage be?

The flyer and link will be sent out to all Haringey practices. Applications will be sent via the link below. Individuals who apply will be assessed on their form responses and will be chosen using a points system. **There will not be interviews.**

When will the scheme start?

For the successful applicants the scheme will start **16th June 2021**

Are there any reasons I shouldn't apply?

If you are unable to attend all the training workshops then we discourage you to apply. The expectation is you will be able to attend at least 7 out of 8 sessions and all of the one to one coaching. Doctors who locum only should not apply.

I would like to apply for the scheme?

If you want to apply for the scheme **please click on the button below while pressing CTRL** which will take you to a google form. Please complete the online form. **The closing date is Friday 7th May 2021.**



Or copy and paste the following URL into your search engine: <https://forms.gle/6fYuj9GXR9xg6Bys8>