

## EYCN leadership program





### Background

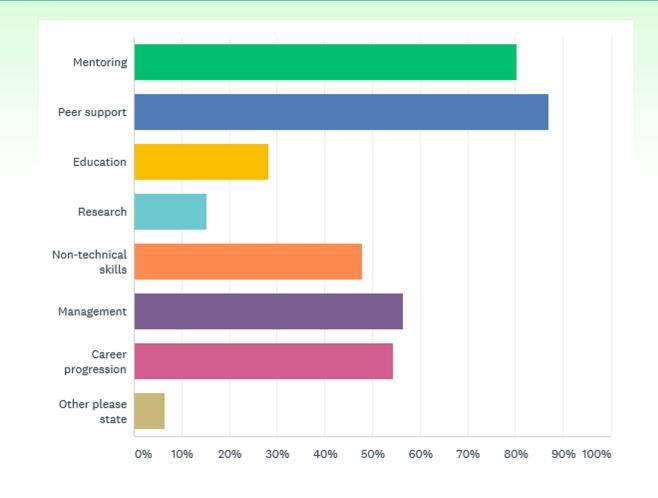
- The transition to independent practice is challenging
- There is a big gap in our education!
- Training focuses on clinical competence and preparation
- Challenges: job planning, career advice, litigation, GMC inquest, complaints



# What functions should a consultant network provide?



- High Priority:
  - Mentoring (80.4%, n=37)
  - Peer support (87%, n=40)
- Medium Priority:
  - Management
  - Career Progression
  - Non Technical Skills





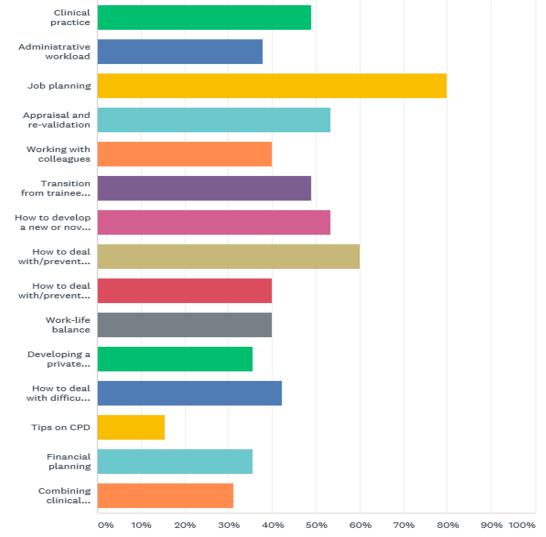
What topics are important to

new surgeons?

- 80% Job Planning
- 60% How to deal with/prevent complaints
- 53.3% Appraisal & Re-validation
- 53.3% New service/business planning
- 48.9% Transition from Trainee to Trainer
- 48.9% Clinical Practice









### How can we address these?

Aim to deliver educational program for members of EYCN

- EYCN roadshows initially planned but Coronavirus!
  - Webinars, online meetings, guest speakers, career development resources





### Development of EYCN webinar series

- Started with lots of ideas
- Narrowed down the topics to address
- Developing a format in partnership with Medtronic
- 3 themed half days one month apart on different days- maximise accessibility with clinical commitments
- Each half day split into theory and practical elements



## **EYCNWebinars**







9th February 2021 13:30 - 17:30

#### **Session 1**

- 13:30 Introduction
- 13:40 Human Factors: Mr Jon Morton
- Organisational Behaviour: Ms Gillian Tierney
- 14:20 Highly Performing Teams: Prof. Tan Arulampalam
- 14:40 To lead or be led: Prof. Jared Torkington
- 15:00 Panel Roundup

### **3 CPD Points**

In Partnership with Medtronic

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#### Session 2:

15:30 How to learn new techniques & develop a subspecialty: Mr Tom Cecil

15:50 Transition from trainee to trainer: Ms Laura Hancock

16:10 How to set up a multicentre strudy from your district general hospital: Mr Dale Vimalachandran

16:30 How to engage with societies: Prof. Steve Brown

16:50 Round up & close

Register via Eventbrite https://bit.ly/EYCN-Webinar1

Chaired by Prof. Deborah McNamara & EYCN







## EYCIVebinars EYCN





Managing Management



In Partnership with Medtronic

Chair: Asst Prof. Baljit Singh & EYCN Committee

**3 CPD Points** 

#### **First Session:**

42.20	42.40	Introd	LICTION
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13:40 - 14:00 Health Economics: Commissioning in the NHS: Mr Mark Chapman

14:00 - 14:20 Strategy: Ms Emma Ellis (Medtronic)

14:20 - 14:40 NHS Improvement & Transformation:

**Prof. Angus Watson** 

14:40 - 15:00 Maximising Your Day - Optimising You:

**Dr Mark Stacey** 

15:00 - 15:10 Panel Round Up

#### **Second Session:**

15:30 - 15:50	Job Planning:	Ms Kirsten I	Boyle
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15:50 - 16:10 Making a Business Case:

**Ms Julie Cornish** 

16:10 - 16:30 Introducing a New Service:

Mr Jim Khan

16:30 - 16:50 Managing Risk: Ms Karen Nugent

16:50 - 17:00 Panel Roundup & Close



@EYCN\_ACP





## EYCN Webinars





In Partnership with Medtronic

# Perfecting



13:30 - 13:40 Introduction by Chairs: Mr Ian Jenkins & EYCN Committee

13:40 - 14:00 How to Avoid & Manage Complaints: Mr Gethin Williams

14:00 - 14:20 Coroner's Inquest & Court Attendance: Prof. Neil Mortensen

14:20 - 14:40 Avoiding Litigation: Mr Charles Maxwell-Armstrong

14:40 - 15:00 GMC & Appraisal: Mr Justin Davies

15:00 - 15:10 Panel Roundup

15:30 - 15:50 Managing Complications: Prof. Peter Sagar

15:50 - 16:10 Complex Decision Making: Miss Nicola Fearnhead

16:10 - 16:30 Managing Difficult Consultations: Mr Faheez Mohamed

16:30 - 16:50 Working with "difficult" people: Miss Dorin Ziyaie

16:50 - 17:00 Panel Roundup & Close



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**3 CPD Points** 

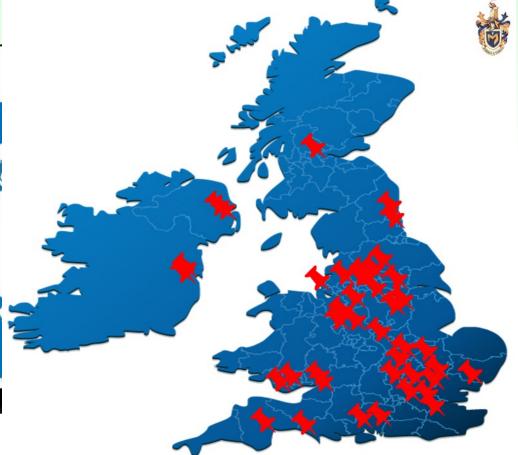




### Webinar Feedback

Over 200 attendees









### Webinar feedback

Attendance was 94, 39 and 77 for each day

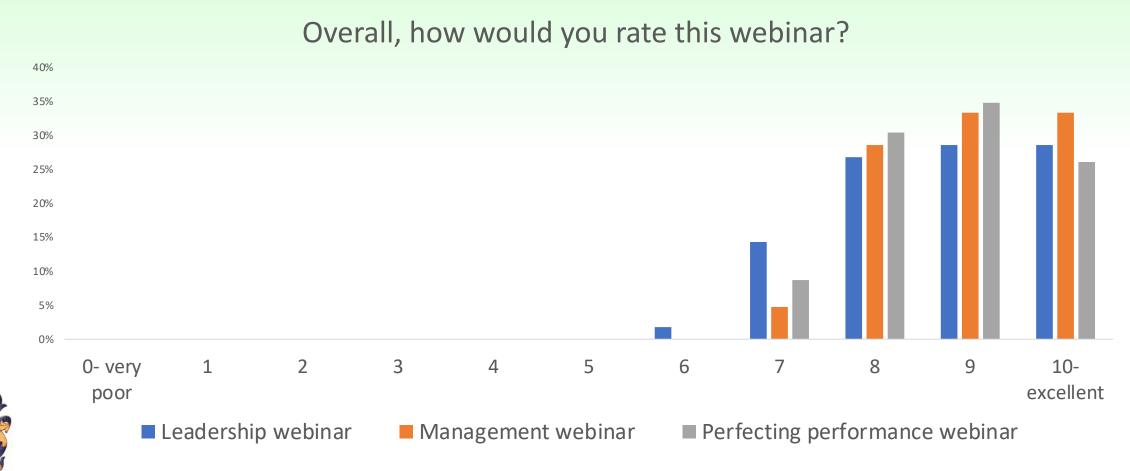
• Feedback from 57, 21 and 46 attendees for the 3 days

 Over 50% not members of EYCN although over 50% were consultants in first 5 years

• 10% had been in practice over 5 years



### **Overall Rating**





# Would you recommend this webinar to a colleague?



# Would you recommend this webinar to your colleagues?





# How useful was this webinar to your current practice?



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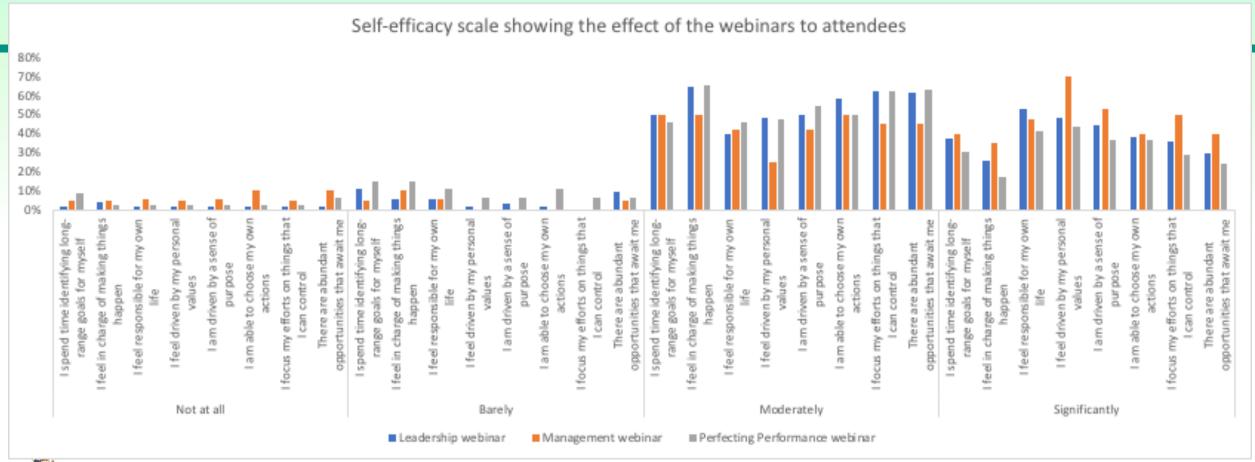
	NOT AT ALL	BARELY	MODERATELY	SIGNIFICANTLY	TOTAL	WEIGHTED AVERAGE
I spent time identifying long-range goals for myself	1.79% 1	<b>10.71%</b> 6	<b>50.00%</b> 28	<b>37.50%</b> 21	56	3.23
I feel in charge of making things happen	3.70% 2	<b>5.56%</b> 3	<b>64.81%</b> 35	<b>25.93%</b> 14	54	3.13
I feel responsible for my own life	1.82% 1	<b>5.45%</b> 3	40.00% 22	<b>52.73%</b> 29	55	3.44
I feel driven by my personal values	1.79% 1	1.79% 1	<b>48.21%</b> 27	<b>48.21%</b> 27	56	3.43
I am driven by a sense of purpose	1.79% 1	<b>3.57%</b> 2	<b>50.00%</b> 28	<b>44.64%</b> 25	56	3.38
I am able to chose my own actions	1.82% 1	<b>1.82%</b> 1	<b>58.18%</b> 32	<b>38.18%</b> 21	55	3.33
I focus my efforts on things that I can control	<b>1.79%</b> 1	0.00%	<b>62.50%</b> 35	<b>35.71%</b> 20	56	3.32
There are abundant opportunities that await me	1.82% 1	<b>9.09%</b> 5	<b>61.82%</b> 34	<b>27.27%</b> 15	55	3.15



 Has this webinar strengthened any of the following?

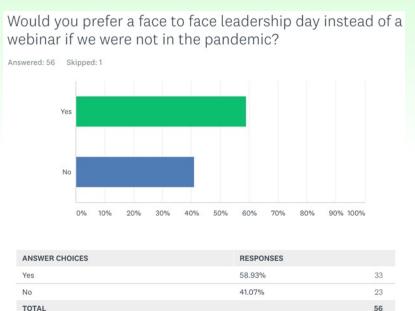


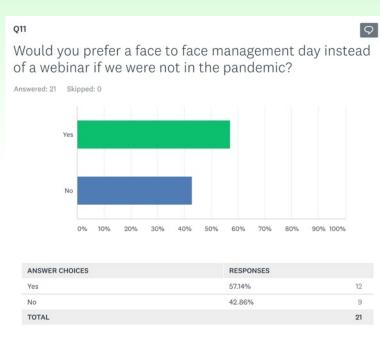


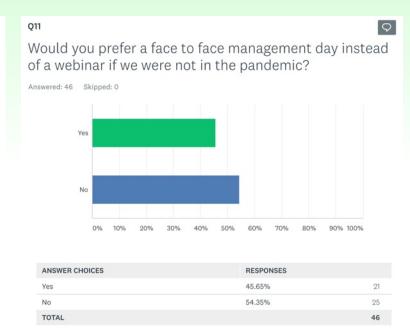




# Would you prefer a face to face session instead of a webingr if we were not in the pandemic?









### Over time- 59% vs 57% vs 46%



## What could be improved?

- 'More practical and applicable advice with directions on how to do so'
- 'Course materials and small group break out rooms would be good'
- 'Speaker diversity was poor'
- 'I would like talks from experts outside surgery eg police hostage negotiator or senior managers from other professions'
- I wonder if reducing the amount of varied content and dedicating more time on a few topics and giving speakers longer to talk would make the sessions more valuable
- 'Perhaps more time for audience questions'





### Future direction?

- 'How to learn new technique as a group discussion by select panel members than a lecture. A few people interested in a particular subspecialty may make things more interesting and give away more practical hints and tips'
- 'How young consultants can drive change in their organisation to improve practice'
- 'How disco points (Scotland) and CEAs are awarded'
- 'Inclusion of a talk on Mental Health and the NHS'
- 'Private practice'



Please send your suggestions!



## Thanks to our supporters!

- EYCN committee
- Stephanie wood, Hugo Cunha and Medtronic
- ACPGBI- Nicola Fearnhead, Steve Brown, Adele Sutton, Nicole Taub
- Speakers and Chairs

