



BLIME
Basics for Leadership In Medical Education



Contents



Loved the course content, range of topics covered and the activities. Felt a very safe environment for discussion. Increased self-awareness of strengths (and areas for improvement). Further areas in which I need to focus to help support my future development in the role as Deputy DME. Importance of thinking more strategically.

Dr Deborah Cross, Deputy Director of Medical Education



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About us

MedEd Leaders champions improvements in postgraduate medical and dental education and its leadership with training, up to date information and policy advice across the UK.

Who We Are

Medical Education Leaders UK is the new chapter for the esteemed NACT UK, symbolising our evolution and renewed commitment to the diverse medical education community. We are a membership body that stands proudly as the collective voice and progressive force for postgraduate medical and dental education across the UK's four nations. Our diverse members range from, Directors of Medical Education, Medical Education Managers, Deans, Associate Deans, Tutors, Faculty Leads and future medical education leaders.

What We Do

We champion advancements in postgraduate medical and dental education through exceptional training programs, providing current information and influence national policy through our engagement with key stakeholders.

We offer our members robust professional development opportunities to hone their training, organisational, and leadership skills. Our extensive network enables the sharing of challenges and experiences, fostering a rich environment for collaborative growth. With a comprehensive library of resources at their fingertips, our members are equipped to enhance their professional practices effectively.

Why We Do It

Our mission is driven by the belief that education is the cornerstone of exceptional medical and dental practice. Our purpose is to amplify the voices of our members, ensuring that their invaluable insights and contributions shape the future of medical and dental education policies and practices. Through collaboration and shared wisdom, we strive to create a sustainable future where educational leaders can thrive and inspire generations to come.



Basics for Leadership in Medical Education



Embark on a transformative journey with BLIME – the comprehensive leadership development programme meticulously designed for medical education leaders.

Over the span of seven enriching days, BLIME offers a deep dive into the essentials of leadership within the context of medical education, setting the stage for innovation, influence, and excellence.

Core Foundations with CorBLIME

The BLIME experience begins with CorBLIME, a two-day intensive residential that lays the groundwork for successful leadership. This core introduction equips you with the fundamental principles of educational leadership, setting a strong foundation for the specialised themes to follow.

Elevate Your Expertise with MorBLIME

Beyond the fundamentals, BLIME invites you to explore MorBLIME – a series of thematically focused sessions designed to hone specific areas of leadership:

MorBLIME Finance

Navigate the complexities of financial stewardship in medical education.

MorBLIME Teams and Influence

Learn how to cultivate high-performing teams and master the art of influence.

MorBLIME Coaching and Mentorship Skills

Enhance your ability to guide, inspire, and develop upcoming educators.

MorBLIME Quality & Performance

Focus on driving quality and maximising performance within educational settings.

MorBLIME Strategy and Change Management

Craft and implement strategies for impactful change and progressive development.

Each MorBLIME module is a blend of theory and practical application, ensuring you emerge with skills that can be immediately applied to your current role and beyond.

Why Choose BLIME?

Designed by medical education leaders for medical education leaders, it addresses the unique challenges and opportunities within the medical educational sphere. With interactive sessions, expert facilitation, and peer learning, you will emerge from BLIME ready to tackle leadership challenges and effect positive change.



CorBLIME: Core Basics for Leadership in Medical Education

A Two-Day Residential Course

Duration

Two days

Location

Face-to-Face



To find out more and to book this course visit:
mededleaders.co.uk



Summary of workshop

Step into the essential world of medical educational leadership with CorBLIME, our focused two-day residential course tailored for current and aspiring leaders in postgraduate medical education. This thoughtfully designed experience provides a balanced blend of insight and practical knowledge, setting the stage for you to refine your leadership skills and broaden your educational impact.

Day 1: Establishing Your Foundation

Understanding Your Role

- Explore the impact and influence of your leadership in medical education.
- Discuss the responsibilities and opportunities that come with your position.
- Engage in reflective activities to assess your current role and set future objectives.

Navigating Educational Challenges

- Delve into contemporary issues shaping medical education's landscape.
- Interactive sessions on adapting to educational changes and policy updates.

Finance Fundamentals

- Introduction to the financial aspects of medical education including budgeting and funding.
- Introduction to understanding and maximising the Tariff system.

Leadership, Emotional Intelligence and Self-Awareness

- Assess key leadership competencies as outlined in the Medical Leadership Competency Framework.
- In-depth look at how emotional intelligence underpins effective leadership.
- Activities to help you understand your leadership style preferences and their impact on how you lead.
- Strategies to enhance your leadership approach through self-awareness and emotional regulation.

Myers-Briggs Insights

- A comprehensive session on Myers-Briggs Type Indicator (MBTI) to understand personal and team dynamics.
- Discover how different personality types can affect team cohesion and leadership style.
- Learn to leverage diverse personalities to build stronger, more adaptable teams.

Evening of Day 1: Cultivating Connections

Drinks, Evening Dinner & Knowledge Café

- An informal, dynamic setting for you to discuss ideas, share insights, and learn from your peers.
- A chance to engage with experts and thought leaders in medical education.
- Opportunities to form lasting connections that go beyond the course.
- A curated dinner event designed to facilitate networking in a relaxed atmosphere.
- Roundtable discussions to foster deeper connections and collaborations.
- A moment to unwind and reflect on the learnings of the day.

Day 2: Advancing Your Skills

Coaching and Mentoring Excellence

- Practical workshop on effective coaching techniques and mentoring methodologies.
- Master active listening, enabling you to truly understand the needs and concerns of those you work with.
- Hone your questioning techniques to provoke thought and reflection
- Simulation to practice your coaching and mentoring skills in real-time.

Team Motivation and Management

- Explore strategies for building resilient and motivated medical education teams.
- Insights into the psychology of team dynamics and motivation.

Understanding Stakeholders

- Tools for mapping out and understanding the complex web of stakeholders in the medical education sector.
- Methods for aligning stakeholder needs with educational goals.
- Case studies on successful stakeholder engagement and management.

Art of Influence and Negotiation

- Master the skills necessary to influence key decisions and negotiate effectively.
- Simulations and exercises to build your persuasion and negotiation tactics.
- Learn to navigate complex negotiations with multiple parties and interests.

Maximising Personal Effectiveness

- Personal development planning to identify goals and actionable steps for your leadership journey.
- Time management techniques tailored for the busy medical educator.
- Stress management tools to maintain high performance under pressure.



MorBLIME: Finance

Navigating Financial Landscapes in Medical Education

Duration
One day

Location
Face-to-Face



Summary of workshop

Join our finance workshop designed exclusively for postgraduate medical education leaders. This workshop aims to equip you with the knowledge and skills to effectively manage financial resources, make informed decisions, and achieve financial sustainability within your organisation. Don't miss this opportunity to enhance your financial management expertise and drive success in medical education.

Gain Comprehensive Understanding of the Dissemination of Educational Tariff:

- Develop a thorough understanding of the process and factors involved in the dissemination of educational tariff.
- Acquire insights into the financial implications and impact of educational tariff on your program or institution.
- Effectively interpret educational tariff documentation to make informed decisions and optimise resource allocation.

Navigate and Analyse Financial Spreadsheets on Education Issues:

- Master the ability to navigate and comprehend financial spreadsheets specifically related to education-related matters.
- Identify and interpret key financial metrics and indicators within the spreadsheets.
- Utilise financial spreadsheets as tools for assessing the financial health and performance of educational initiatives.

Confidently Query Your Local Finance Teams about Budget Disposition:

- Enhance your communication skills to effectively articulate queries and concerns regarding budget allocation and utilisation to your finance teams.
- Gain insights into the financial decision-making processes within your organisation and understand how budgets are allocated.
- Engage in productive discussions with finance teams to obtain valuable information about the disposition of budgets for educational purposes.

Engage in Effective Financial Planning:

- Apply financial management principles to develop comprehensive and strategic educational plans.
- Identify the financial resources required for educational planning and explore various methods for obtaining them.

To find out more and to book this course visit:
mededleaders.co.uk



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MorBLIME: Team Dynamics and Effective Influence for Medical Educators

Duration
One day

Location
Face-to-Face



Summary of workshop

In the dynamic realm of medical education, the ability to lead is intrinsically linked to the art of influence and the science of team dynamics. The MorBLIME Teams and Influence course is meticulously crafted to provide you with the insights and skills necessary to nurture high-performing teams and exert a positive influence within your organisation.

Building High-Performance Teams:

- Understand the anatomy of a successful team, from the foundational traits to the nuanced interactions that drive performance.
- Learn to identify and harness the diverse strengths and skill sets within your team, creating a robust and resilient unit.
- Engage with real-world scenarios to practice building and sustaining team morale and effectiveness.

Mastering the Art of Influence:

- Explore various influence strategies and how they can be ethically applied in a medical education setting to achieve desired outcomes.
- Discover the power of persuasive communication and learn how to craft messages that resonate and motivate.
- Practice negotiation techniques that lead to creative solutions and foster long-term collaborative relationships.

Leadership in Action

- Participate in interactive workshops that simulate challenging team and leadership situations, testing your ability to apply influence and lead decisively.
- Receive personalised feedback on your leadership and influencing style, with actionable takeaways to implement in your role.
- Collaborate with peers to share experiences and insights, building a network of support that extends beyond the course.

Join us for this dedicated exploration into the dynamics of team leadership and the psychology of influence. Step away with a profound understanding of how to inspire, manage, and lead teams within medical education.

To find out more and to book this course visit:
mededleaders.co.uk



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MorBLIME: Coaching and Mentoring Excellence

A Workshop for Medical Education Leaders



Duration

One day

Location

Face-to-Face



Summary of workshop

Our workshop is meticulously designed to cater to the specific needs of medical education leaders. It provides an in-depth exploration of coaching and mentoring, facilitated by experienced trainers. This program is aimed at enriching participants with a diverse array of practical methods and strategies, which they can readily implement in their educational leadership roles.

Deepening Understanding of Coaching and Mentoring

- Engage in an in-depth exploration of the complexities of coaching and mentoring.
- Differentiate between these practices, gaining a holistic understanding of their roles and applications in medical education leadership.

Practical Coaching Models and Tools

- Acquire techniques for structuring effective coaching conversations.
- Learn not just about various coaching models and tools, but also master their application in daily interactions.
- Develop skills to lead discussions that are focused, productive, and conducive to the growth of colleagues and trainees.

Advancing Coaching and Mentoring Skills

- Enhance your coaching and mentoring skills, focusing on advanced techniques.
- Master active listening to fully comprehend the needs and concerns of your colleagues.
- Refine your questioning skills to encourage deeper thought and reflection.
- Acquire the ability to reframe situations and provide constructive, developmental feedback.

Building Rapport and Challenging Assumptions

- Gain insight into effective rapport-building techniques for a trusting and open coaching environment.
- Learn to respectfully challenge assumptions and beliefs to broaden perspectives and foster creative, effective solutions.

To find out more and to book this course visit:
mededleaders.co.uk



MorBLIME: Excellence in Quality & Performance

Elevating Standards in Medical Education

Duration

One day

Location

Face-to-Face



Summary of workshop

In the pursuit of excellence in medical education, the MorBLIME Quality & Performance course stands as a critical pillar for educational leaders. This intensive session is dedicated to dissecting the elements of quality and performance, providing actionable insights to transform both individual and placement outcomes.

Decoding Performance Challenges

- Delve into the multifaceted reasons behind individual performance issues, uncovering both the apparent and underlying factors.
- Learn to develop targeted action plans that address specific performance gaps, with strategies tailored to individual needs.

Enhancing Placement Performance

- Explore the dynamics that influence the performance of a placement, from systemic issues to specific educational environment factors.
- Understand how to utilise quality surveillance to maintain high standards and identify areas for improvement.

Implementing Quality Metrics

- Get to grips with a range of quality metrics that are essential for monitoring and ensuring educational excellence.
- Participate in workshop sessions that teach you how to interpret data and turn it into meaningful change.

Navigating Change Management

- Equip yourself with the skills to manage and lead change effectively within your institution.
- Interactive scenarios will provide a hands-on approach to applying change management theories in real-life situations.

Join us for MorBLIME Quality & Performance to champion a culture of excellence. Walk away with a comprehensive toolkit to boost performance, ensure quality, and confidently manage change for the advancement of medical education standards.

To find out more and to book this course visit:
mededleaders.co.uk



MorBLIME: Strategy and Change Management

Crafting Visionary Strategies for Educational Leadership

Duration
One day

Location
Face-to-Face



To find out more and to book this course visit:
mededleaders.co.uk



Summary of workshop

The Strategy and Change Management Day is a crucial component of the MorBLIME series, focusing on the development of a comprehensive education strategy for your areas of responsibility. This transformative session is tailored to equip you with the strategic acumen to craft a vision and steer change effectively within the medical education landscape.

Crafting a Compelling Educational Strategy

- Learn to articulate a clear vision for your area of responsibility that aligns with overarching institutional goals.
- Delve into defining your purpose and core values, ensuring they resonate through your strategic planning and actions.
- Formulate a unique value proposition that sets your educational strategy apart and meets the needs of your learners and stakeholders.

Setting the Course for Success

- Identify success indicators that will help you measure the effectiveness of your strategy and make data-informed adjustments.
- Prioritise key immediate actions to generate momentum and secure early wins in your strategic implementation.
- Develop a roadmap for mid to long-term strategy, ensuring sustainability and adaptability in an evolving educational environment.

Vision, Purpose, and Values in Action

- Engage in hands-on activities to draft a vision statement that captures the essence of your educational leadership.
- Workshop sessions to explore how your purpose and values can be operationalised into daily educational practices and decision-making.

Proposition and Success Indicators

- Craft a compelling value proposition that clearly communicates the benefits and distinctiveness of your educational offerings.
- Utilise real-world examples to understand how to establish and monitor success indicators effectively.

Immediate and Long-Term Strategic Planning

- Break down the process of immediate action planning, focusing on impactful steps that lead to significant educational improvements.

Meet the Team



Dr Stephen Lord

Stephen is a Consultant Cardiologist at Freeman Hospital, Newcastle upon Tyne and Associate Dean for HEE North East, he was originally a Foundation Tutor. He has an interest in helping trainees in difficulty and has done work as a case investigator and also ARCP panel appeal chair. Stephen has a qualification in mentoring. Stephen chaired the ACCEA panel in 2021 and is currently the Chair for Medical Education Leaders UK.



Dr Simon Frazer

Simon is a paediatrician and a committed leader in medical education. He is our Education Advisor at Medical Education Leaders and former DME. He brings over two decades of experience in supporting trainees, locally employed doctors, trainers, senior faculty, and SAS Doctors. Simon also supports regional and Trust based development programmes through his organisation Doctors Training.



Dr Ed Briggs

Dr Ed Briggs trained and worked in the West Midlands for much of his career. He is currently a consultant Anaesthetist in Queen's Hospital Burton part of the University of Derby and Burton NHS Foundation Trust. Educationally he has been a Foundation Training programme Director, ACCS Training Programme Director and Director of Medical Education. He was lead Director of Medical Education in the West Midlands for several years before joining the East Midlands Deanery as an Associate Dean; with a portfolio covering education and training with a focus on fellowships, study leave, technology enhanced learning, leadership and faculty development.



Dr Claire Pulford

Claire trained in Cambridge, Manchester and London, then worked as a consultant at St Mary's, Imperial NHS Trust from 2000 - 2011, before moving to Oxford, where she is currently the Director of Medical Education. Alongside this she continues to work clinically at the John Radcliffe Hospital as a consultant in general and geriatric medicine with a special interest in peri-operative medicine and 'silver trauma'. She has been actively involved in medical education and educational leadership for more than 25 years, with roles at local, regional and national level. Claire holds a Masters in Education with interests in lifelong learning and interprofessional education. She is also a trained coach and mentor.

Meet the Team



Dr Marwan Bukhari

Marwan is a consultant rheumatologist at University Hospitals of Morecambe Bay who has been in education since 2001. He started organising the national British society for rheumatology courses on how to survive as a consultant rheumatologist on the transition from training to consultancy. He was then RCP Tutor for his trust for five years, following on he then developed a national role on educating fellow rheumatologists on proceedings from meetings. He was then ADME for his trust before becoming DME in 2021. He is Careers Lead for rheumatology in the north west, Specialist Foundation Tutor and lectures internationally on rheumatology issues. Marwan is currently joint Honorary Secretary for Med Ed Leaders UK.



Dr Shirley Remington

Shirley was a consultant in ICU and Anaesthesia in North West England for over 25 years and during this time was Director of Medical Education and Medical Director. For 10 years she worked as Associate and later Deputy Dean leading on trainee support – introducing supported return to training, LTFT changes, managing trainees needing additional support and developing an active careers service. Always committed to developing education and supporting individuals to achieve their full potential and become life long learners in order to deliver the best care to patients. She introduced a proactive approach to wellbeing for trainees and trainers from 2012 when she joined HEE. Shirley was also President of the Manchester Medical Society and Vice Chair of NACT UK.



Dr Pippa Skippage

Pippa is currently working as the Director of Clinical Education at Frimley Health NHS Foundation Trust where she also works as a Consultant Radiologist. Her role encompasses training & education for all clinical learners in the Trust including nursing & midwifery staff, doctors, AHPs & pharmacists. She has previously held roles as TPD & Head of School for Radiology in KSS overseeing the development of a KSS wide Radiology training scheme. She is still active in “shop floor” education delivering teaching sessions to non-Radiology juniors, supporting Radiology trainees in their exam preparation & being an Educational Supervisor.



Dr Nisha Nathwani

Nisha is a Lead DME for EoE and Consultant Paediatrician in General paediatrics, Diabetes and Endocrinology at Luton and Dunstable Hospital. She qualified in 1987 from Dundee University and undertook Paediatric Endocrine training at Great Ormond Street Hospital and University College Hospital. She has always been very keen on teaching and the pastoral care of students and trainees and believes teaching helps us all to stay in touch with our own potential.



Professor Megan Griffith

Megan qualified with honours from Birmingham Medical School. She moved to Imperial College London to complete her PhD in vasculitis which was funded by a Wellcome grant. She now works as an NHS Consultant at Imperial College Healthcare NHS Trust, and is active in Clinical research in glomerulonephritis and dialysis. She has been the TPD for CMT and then Renal Medicine in NW London. She was Director of Medical Education for the Division of Medicine at Imperial for 8 years then became Deputy Head of School of Medicine at NHSE London. She has completed her MA Clin Ed and been awarded fellowship of the Higher Education Academy.



Dr Richard Bellamy

Richard is an infectious diseases consultant at South Tees Hospitals NHS Foundation Trust and the Deputy Dean/Director for Specialty Training at Health Education England North East. He has worked in several countries including Singapore, Ghana, The Gambia and South Africa. He has a strong interest in medical education, equality and diversity and differential attainment.



Miss Ilana Langdon

Ilana has always had an interest in medical education and training and became what eventually became known as a specialty tutor for trauma and orthopaedics very soon after her appointment in 2002, and then TPD for Core Surgery Training, getting a taste of regional and national education management. She still loves being an Educational Supervisor for CSTs. Becoming the Director of Medical Education at the RUH in 2019 presented Ilana with new, exciting challenges. In 2022, Ilana was appointed Associate Dean for Quality (all healthcare professions). Ilana is currently Vice-Chair at Med Ed Leaders UK.



Mr Stefan Krok-Paszkowski

Following a short career with the military, Stefan spent 15 years at Hillingdon Hospital working his way up to MEM in the med-ed team before moving to a more senior role with Frimley Hospitals NHS FT. Stefan has a Master's degree in Applied Positive Psychology (MAPP) with a special interest in adult psychological development, resilience and the ethical use of Artificial Intelligence in research. Stefan is an accredited MBTI Facilitator and member of the Positive Psychology Guild.

Meet the Team



Professor Jo Szram

Jo trained and worked in Cambridge, Peterborough, Leicester, Nottingham and London. She is a consultant respiratory physician specialising in occupational lung disease at Royal Brompton Hospital, part of Guy's and St Thomas's NHS Foundation Trust has been Postgraduate Dean for Kent, Surrey and Sussex in July 2022. She previously worked as a clinical advisor for the national NHS medical education reform programme, leading on the enhance (Enhancing Generalist Skills) and Flexible Portfolio Training (FPT) programmes. Jo was Chair of Medical Education Leaders UK from 2020-22 and was at the forefront of the rebranding initiative from NACT UK. Jo was Royal College of Physicians' Linacre Fellow from 2020-22, a role focused on the development and leadership of the RCP's network of college tutors and associate college tutors, linking their work to that of the Medical Students and Foundation Doctors network, Trainees and New Consultants Committees.



Dr Sara Evans

Sara graduated from Bristol Medical School in 2001, and after a time working abroad in New Zealand, completed the rest of her training in the Severn Deanery. She has an MSc in Gerontology from King's College London, and took up her consultant post in 2013. She is the Foundation Year 1 Training Programme Director at the Royal United Hospital Bath RUH, the Severn Foundation School Education Strategy lead for Foundation and the national FTPD representative for Medical Education Leaders UK, representing the organisation at the UKFPO. She has developed successful management courses for Foundation doctors across the region in conjunction with both the Royal Naval Reserves and Army Reserves in Bristol. She is also a core member of the South West Clinical Senate, with a particular interest in workforce and education.



Mrs Anita Rodgers

Anita trained in secretarial and administration management and has worked in various industries including recruitment and construction. She was appointed in September 2020 in the role of Administrative Assistant, progressing to Membership Secretary in February 2021 and then became the Executive Manager in January 2022 responsible for event planning, finance and the day to day running of the organisation with the support of the Officers and Council.



Mrs Michelle Atkins

Michelle grew up in South Africa and started her secretarial career in transport infrastructure and has been involved in various industries including forestry and education. She joined in September 2021 as Administrative Assistant and progressed to Membership Secretary in January 2022 responsible for managing the membership and supporting the smooth running of the office.



Was very interactive, thought provoking. A lot to be gained from sharing experiences with attendees. Facilitators clearly had a lot of excellent experience and expertise to share. Learnt pre-planning in relation to knowing your team, acknowledgement of different personality types and using this to avoid frustration, recognition of my own personality type and my triggers.

**Dr Kristina May, Divisional Director of Medical Education
Consultant Psychiatrist Maidstone Community Mental Health Team
West Kent Locality Tutor**



We all go to many courses and pretty much expect the same, but I found this one truly exceptional, managed to get an old sceptic like me on board. It changed my thoughts about my approach in medical education and empowered me to contemplate a future in this field.

**Dr Adina PARKES, MD, MPH
Consultant Psychiatrist Maidstone Community Mental Health Team
West Kent Locality Tutor**





The program was excellent; the facilitators were very engaging; the delegates were all nice and friendly who shared valuable learning points. Facilitators were engaging and friendly. Shared knowledge from their own experiences and also theoretical knowledge.

Dr Raj Choudhury, Tutor for SAS Doctors



The facilitators were extremely knowledgeable which made the course much more meaningful. Learnt importance and value of coaching and empathy.

Mrs Niro Narendran, Head of School



Become a Member

We are a membership body, open to anyone in the UK's four nations who plays any role in medical and dental education.

Who Are Our Members?

Our members include Leaders, from Deans and Directors to Tutors and Faculty Leads, trainers from supervisors to teachers and trainer managers from programme managers to deanery and support staff including careers support units, coaches and mentors. We are the UK's leading source or practical educational ideas and advise, supporting our members to learn and share across specialties, regions and countries. We champion improvements in postgraduate medical and dental education and its leadership with training, up to date information and policy advice across the UK.

Why Not Join Us?

If you would like any more information you can visit our website at mededleaders.co.uk or email us office@mededleaders.co.uk





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UK

Medical Education Leaders UK
L15, Bletchley Business Campus
1-9 Barton Road
BLETCHLEY
MK2 3HU

t: 01908 272898 • w: mededleaders.co.uk • e: office@mededleaders.co.uk