

Faculty of Medical Leadership and Management

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FMLM Regional Lead for Wales

NHS Wales Clinical Leadership and
Engagement Showcase
20 March 2013



Faculty of
**Medical Leadership
and Management**

How the Faculty came about

- Growing interest in the development of medical leadership and the involvement of doctors in management
- Recognition that leadership and management is an essential part of all doctors' practice, regardless of specialty or career stage
- Medical Royal Colleges have seen this as part of the redefinition of professionalism – e.g. development of Medical Leadership Competency Framework (MLCF)
- Interested parties met in June 2010 – initiated by RCP and RCGP
- Establishment endorsed by AoMRC in January 2011
- All Medical Royal Colleges and Faculties in UK – 19 organisations!



FMLM exists to see excellence in medical leadership, management and team-work, driving continuous improvement in health and healthcare in the UK.

Why? The quality and cost effectiveness of patient care improves through good medical leadership.

- How?**
- Through the provision of a professional home for doctors and dentists from all career stages and specialities with an interest in leadership.
 - By sustaining a vibrant community that supports members in their aspirations to develop and enhance their leadership, management and team working skills and networks
 - By promoting and supporting excellence in medical leadership
 - By influencing health policy for the benefit of patients and the population.



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What?

Benefits for patients and the public

By supporting medical and dental professionals at all career stages to develop and enhance their leadership skills we will improve health and healthcare in the UK.

Benefits for members

By building an effective, viable and influential professional home for medical leadership, we will support members to develop excellence in medical leadership.

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What? (2013-14)

- Build and promote the link between leadership and culture and the evidence base
- Develop and implement a range of revalidation services for members
- Grow our membership and support the leadership and management development needs of doctors
- Understand the leadership and management development needs of doctors
- Establish a sustainable organisation
- Make a valuable and valued contribution to health policy
- Grow an organisation which is well led and managed, attracts inward investment and lives the values it promotes



Our governance now...

Founding Council

- Representatives nominated from each College and Faculty in the UK. It is chaired by Prof Sir Neil Douglas, Former Chairman, Academy of Medical Royal Colleges.
- Responsible for establishing arrangements for the corporate status, governance, membership structure and finances of the FMLM.
- Timeframe – 18 to 24 months.

Management team

- Led by Peter Lees, Founding Director supported by a small team (6).

Our new governance...

Board of Trustees (8 members)	Council (17 members)
<ul style="list-style-type: none">• Officers of FMLM<ul style="list-style-type: none">• Chair• Medical Director• Treasurer• Three council representatives (nominated and elected by the council)• Two lay members (appointed by the board) <p>The board will carry trustee responsibility, and responsibility for the statutory aspects of charitable status, including the management and audit of the organisation.</p>	<ul style="list-style-type: none">• Officers of the faculty<ul style="list-style-type: none">• Chair• Medical Director• Treasurer• Eight faculty regional representatives• The chair of the Faculty's Trainees Steering Group• Three college representatives (appointed by the parent colleges)• Two lay members (appointed by the board) <p>The Council represent the membership; they are responsible for forming policy and making decisions on issues that affect the professional activity of its membership .</p>

Regionalisation

- 8 regions - 4 English regions, Wales, Scotland, Northern Ireland, Armed forces.
- Will deliver:
 - Networking, events, other opportunities
 - Careers advice, signposting
 - Representative and inclusive
 - Two way communication
 - Develop and promote vision and values
 - Recruit and retain members.
- Founding leads and trainee representatives being appointed and first events held.
- Trainee Steering Group and Medical Student Group



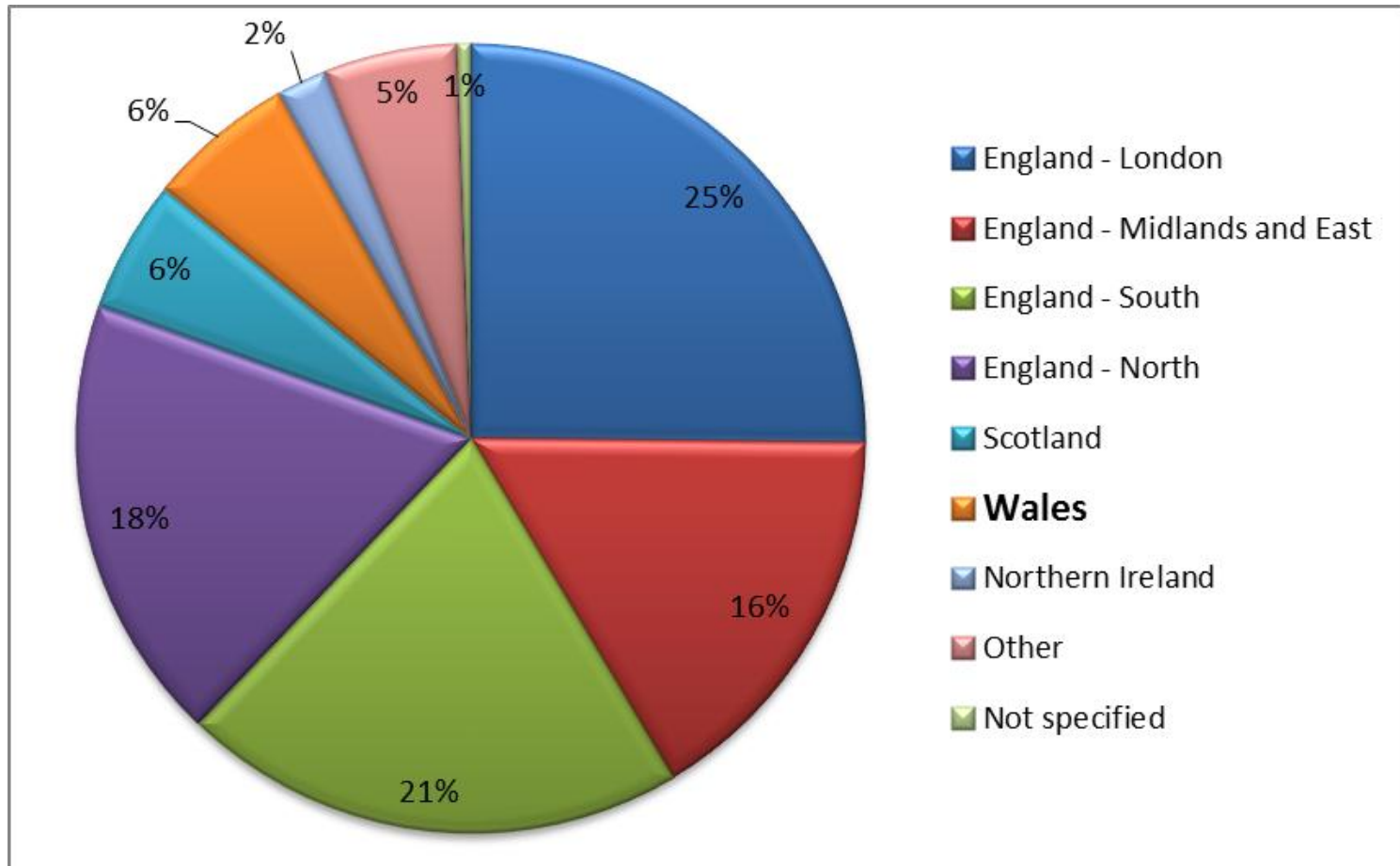
Wales region

- Regional Leads: Dr Brendan Lloyd and Dr Paul Hughes
- Regional Trainee Representatives: Dr Laura Jackson
- Medical Student Representatives (per medical school) – currently recruiting

Engagement of all members in region, from all career stages, specialties, primary, secondary care and public health, SAS doctors, private/independent/voluntary sector.

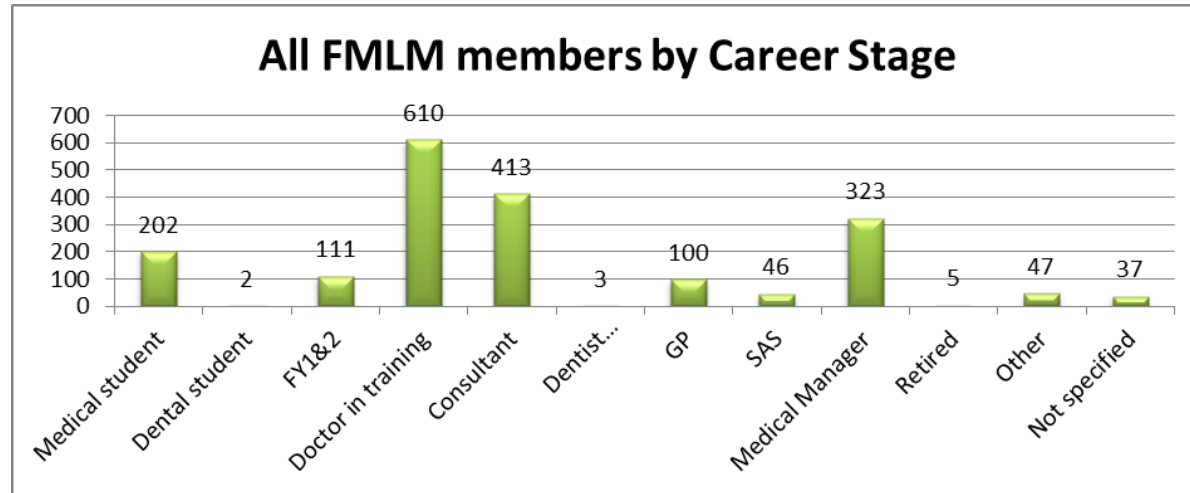


Members by region

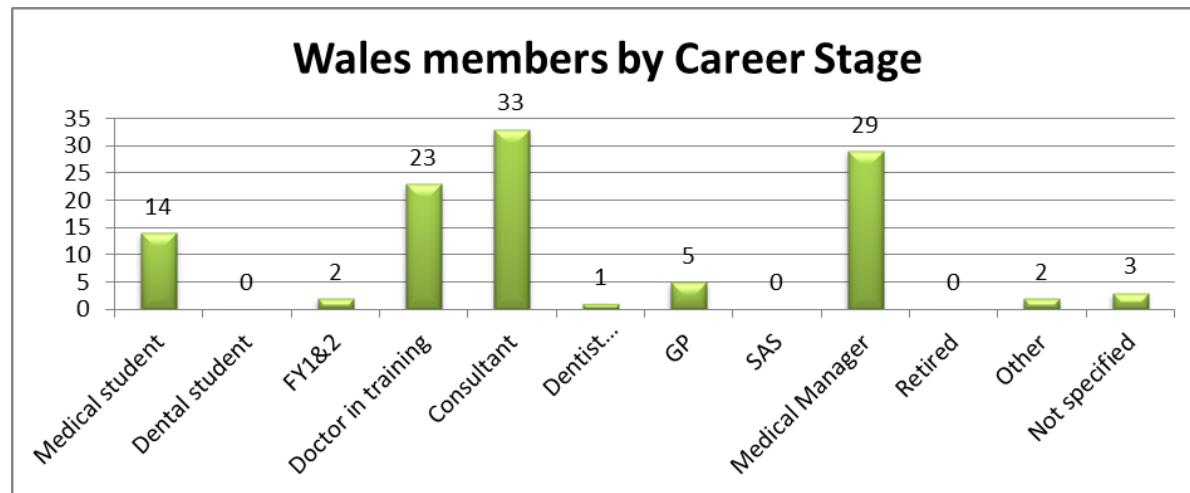


Members by career stage

**Total number
of FMLM
members
(March 2013)
= 1,809**

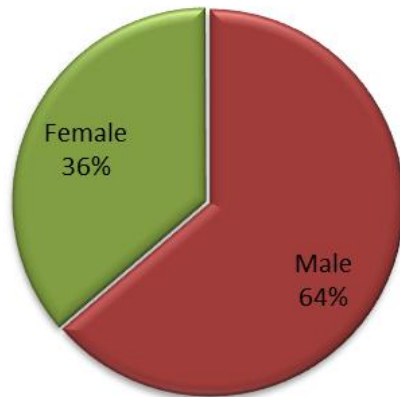


**Number of
members in
Wales = 111**

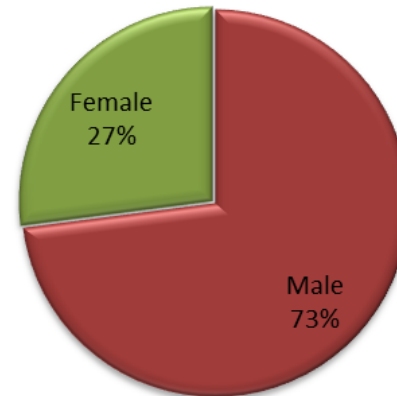


Membership by gender

All FMLM members by gender

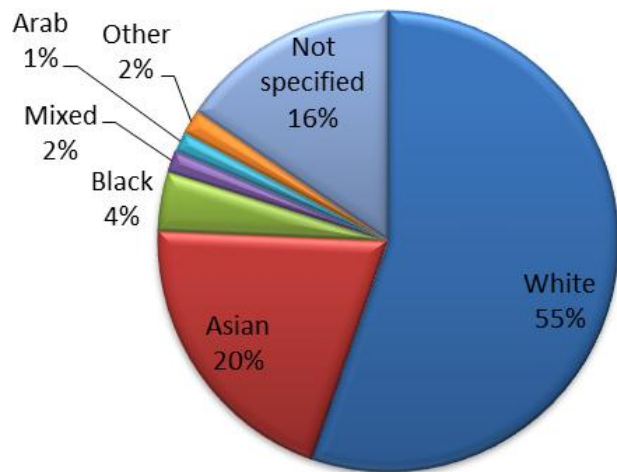


Wales members by gender

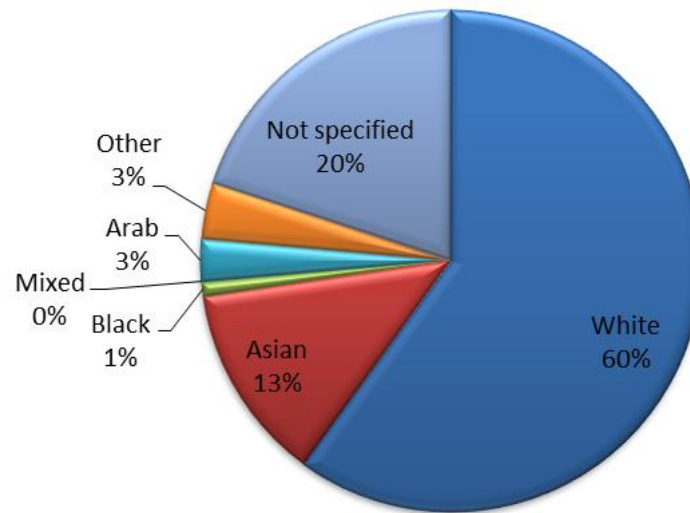


Members by ethnicity

All FMLM members by ethnicity



Wales members by ethnicity



Membership benefits (1)

Build your knowledge

- Free entry to the 2013 FMLM Annual Conference on 14-16 October 2013 (the 2012 conference was attended by 730 current and future medical leaders)
- FMLM Learning Leadership - an vast online reference library on leadership and management topics (and will soon include learning journeys around particular roles and topics e.g. clinical director, SAS doctor, performance management, appraisal)
- Transitions - a series of guides that share practical advice and wisdom to support doctors as they transition to new roles during their career
- Book club programme with recent literature reviews and author interviews
- eNews – FMLM’s regular newsletter
- Webinars on a range of medical leadership and management topics
- PrISM – a leadership and management signposting resource



Membership benefits (2)

Share in networking

- Peer support across the UK from a unique membership which spans all sectors, specialities and career stages
- Events and meetings in your local area through your regional networks
- A personalised FMLM profile and entry in a membership directory for networking and professional support
- Ability to contribute to and learn from the online members' forum and blogs to discuss topical issues and share ideas and best practice



Membership benefits (3)

Drive excellence

- Be part of a representative voice for leadership
- Support for revalidation for fully qualified doctors in leadership or management roles
- An opportunity to help set the agenda for best practice in leadership and management
- Recognition and promotion of leadership through the use of the MFMLM post nominal*
- Affiliate Membership of the Chartered Management Institute

*Please note that this does not apply to medical students or associates



Membership benefits (4)

Shape the future

- FMLM offers members the opportunity to shape the future at a time when excellence in medical leadership and management is vital
- Be involved in FMLM governance arrangements, sit on committees and hold officer roles*
- Eligibility to stand (by election or appointment) for official roles in the organisation *
- Vote in FMLM elections**

*Please note that this does not apply to medical students or associates

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Revalidation

- Guidance and standards (www.fmlm.ac.uk/revalidation)
- Portfolio examples for range of medical leadership roles
- Specialty advisor/ help desk for members
- RO forum theatre for members in regions
- Designated body

Contact Details

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Wales regional webpage:

<https://www.fmlm.ac.uk/about-us/regional-leads/Wales>

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