

Forty2 gives a lesson in people management for UCL's MSc paediatricians

the challenge

to equip doctors with management and leadership skills

The Institute of Child Health, part of University College London, runs undergraduate courses for students from both the UK and overseas. One of its most challenging programmes is the MSc in Community Paediatrics, designed to equip doctors experienced in paediatrics with the additional skills required by a consultant in community child health.

The need to better prepare graduates for the rigours of life as a community paediatrician is a key focus of the MSc course. For professional consultants, faced with often sensitive situations involving young patients, good organisational and people skills are as important as technical ability.

Accordingly, the programme, recognised for its diversity, incorporates a management

training module as an integral component.

Helen Bedford, course coordinator, comments: "Our aim is to prepare students

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fully and holistically for the demands of a consultant post. Our focus is not restricted to

specialist community paediatrics alone. We also concentrate on the generic skills required of today's consultant, including organisational and people management skills."

Recognising that in-house expertise was not available, Helen decided to use an external specialist management training company to provide the people management content of the MSc programme. She knew it was essential to select a partner with the knowledge and track record to make a real difference, someone who could provide the quality and results that the solution demanded.

the solution

outsourced management training that adds real value

Forty2 was chosen as The Institute of Child Health's training partner, to design and implement a module to specifically address the programme's requirement for people management training.

The reason?

Having already worked with many different organisations across a wide range of industries and sectors, Forty2 have established a pedigree for quality training solutions that add real value to organisations and individuals whilst addressing clients' very specific requirements.

Forty2 recognise the benefits that improved professional skills can bring to an organisation through enhanced performance and improved efficiencies. For these reasons the Forty2 proposition was highly attractive to The

Institute of Child Health.

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As Helen Bedford says: "We were particularly impressed by Forty2's willingness to thoroughly research our requirements and to adapt their concepts and materials to apply directly to the consultant's role ...

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The result? A six-day management skills training programme, phased over a period of three months, is now run annually. Each training day consists of a series of linked modules all directly relevant to the demands of a community paediatrician. The students are exposed to a variety of work-related situations through short practical exercises and role-plays. At the end of each training session, participants are asked to identify and commit to specific actions that they can apply in their current jobs as well as those pertinent to their future roles.

the benefits

learning as a foundation for the future

Now Forty2 continues to provide The Institute of Child Health with a long-term solution to meet the unique and diverse requirements of its MSc programme. The learning initiatives in which the students participate play a pivotal role in complementing the medical training they receive, better motivating them and preparing them for life as working paediatricians.

Helen Bedford concludes: "As a result of Forty2's solution, not only does the programme provide the students with

immediate impact, but also acts as a solid foundation for their future challenges."

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participants, continuously evolve the course". This constant re-evaluation of the programme ensures that the needs of the students are consistently met.

Accordingly, thanks to Forty2's involvement, The Institute of Child Health now has a coherent, fully complemented course producing confident students more fully prepared for the demands of life as professional community child health consultants.

what the participants say

"The instructor delivered the training with great enthusiasm and conviction. He is very knowledgeable about the medical world and supported the programme with appropriate examples..."

...The instructor was always well-prepared and anticipated what we knew ourselves. I have found every day and every topic very helpful. Thanks again for all your efforts, and no doubt the learned skills will stay with us all for many years to come!"

Nick Van der Spek

"The training has been extremely well-prepared and focused towards our needs."

Lucy Reynolds

"Good balance between 'lecture' time and 'practical / interactive' time... flexible to our work situation and needs... involved the whole group throughout...The course was comprehensive and intensive. Thank you for an enlightening and enjoyable course."

Suzanne Kelleher

"The course has been excellent in helping me appreciate my strengths and giving strategies to deal with my weaknesses no improvements to suggest - excellent course."

Abimbola Adeyemi

"As a result of Forty2's solution, not only does the programme provide the students with immediate impact, but also acts as a solid foundation for their future challenges"

"The training has been excellent. Thank you for your brilliant course, it has helped in preparing me for the management role of a consultant, an area poorly covered in our clinical training."

Ian Male

"The training was excellent and covered all the areas I had hoped for. Very practical and extremely useful sessions. Good use of role play. Excellent written material."

Adele Humphrey

"Thoroughly enjoyed it, acquired extremely useful skills which I am sure I will put in action in due course. I am confident that I will be able to face 'management challenges' being much more informed now."

Zena Alloub

"Excellent and extremely useful programme."

Devanitha Sekaran

"Very useful, stimulating course, has given me much more confidence in my abilities and I think will help motivate me on to 'better things' at work."

Claire Brockway