**GP Career Conversation Training & Coaching-Mentoring Courses 21/22**

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| **Details** | **Career Conversation Training** | **Mentor Training** |
| ***W***hat is it? | A mini-course specifically aimed at teaching the skills needed to enable you to hold holistic and meaningful conversations with your GP colleagues about their careers. The course will cover:   * The four stage Career Conversations framework * The core skills of Career Conversations * Case study discussions * Introduction to using tools in Career Coaching * Using When I’m at my best * Using Job Satisfiers * Visioning and Blocks/Bridges * Goal and Action Grid: cases revision * Next steps | Mentorship training which results in an industry recognised qualification.  Training to equip Mentors to:   * Assess their own skills, knowledge and behaviours as a mentor * Plan, deliver and review their mentoring * Understand how to manage the mentoring process within an organisational context * Deepen their understanding of how the organisational context can affect mentoring * Plan, deliver and review their mentoring, for example through utilising the ‘GROW model’ or similar to help shape objectives of the person they are mentoring   Plan their future development in mentoring |
| ***W***ho is it suitable for | • GP with an interest in sharing their experience in leadership, career development and management are encouraged to consider the role   * The Scheme supports GPs who agree to deliver a minimum of 10 complete career conversations post training during 21/22. | * The scheme supports GPs who currently deliver - or agree to deliver - a minimum of three clinical sessions (4 hours 10 minutes each) per week, and are looking to conduct an additional weekly session of mentoring * GPs who have experience in leadership roles, medical education, or are currently a GP partner are particularly encouraged to participate   GPs who want to give back but are not looking to retire yet |
| ***W***hy do it? | Benefits to GP Colleagues   * Help them feel satisfied and motivated in their current role​ * Identify development opportunities and to take steps that will help them be more effective​ * Have conversations that make them want to stay with the organisation rather than going elsewhere- **GP Retention**​ * Encourage ownership of their career development​ * Feel valued and invested in​   Benefits to GP facilitating conversation​   * Develop/ gain confidence in coaching skills​ * Reflect on their own career​ * Team building- honesty and openness​ * Become more open to change and challenge​   Benefits to the GP Practice/PCN​   * Greater engagement & motivation from employees​ * Increased retention of people and skills​ * Employees are more flexible and open to change​ * Positive reputation for supporting careers- **GP recruitment** | * The Supporting Mentors Scheme is a commitment made in the ‘Update to the GP Contract Agreement 2020/21 - 2023/24’ * The overarching aim is to retain experienced GPs working in primary care through creating this portfolio working opportunity, while supporting less experienced GPs through high quality mentoring * The course is linked directly to the General Practice Fellowship programme, with mentors providing mentorship to fellows participating in the programme * GP mentors can use and share their experience to support GPs who are joining the workforce and beginning their career in general practice |
| ***W***ho is the training provider | [**www.career-counselling-services.co.uk**](http://www.career-counselling-services.co.uk) | [Coaching and mentoring qualifications | Skills training | The OCM](https://www.theocm.co.uk/) |
| ***W***hen do the courses start? | **1st Cohort: 3 Workshops:**   * Tuesday **2nd Nov** 2pm- 5pm * Tuesday 9th November 2-5pm * Tuesday 23rd November 6pm- 8pm   **2nd Cohort: 3 workshops:**   * Thursday 27th Jan: 2pm-5pm * Thursday 3rd Feb: 2pm-5pm * Thursday 10th Feb: 6pm-8pm   **3rd Cohort: 3 workshops**   * Wednesday 16th Feb: 2pm-5pm * Wednesday 23rd Feb: 2-5pm * Wednesday 2nd March: 6pm-8pm | **Wednesday 17th November 2021 1.30-4.30 pm** |
| ***W***hat is the time commitment? | **8 hours** in total | **50-hour** blended learning programme |
| ***W***hat is the delivery method? | 3 Virtual Workshops | 1 virtual workshop plus 1-1 meetings with mentor supervisors |
| ***W***hat time of day are the courses run? | Mixture of day and evening | Daytime for intial workshop  Meetings as arranged with mentor supervisor |
| ***W***hat is the cost | * 100% funding for course cost * A financial payment of £289 (‘mentoring supplement’) for time to complete the course (50%) * A financial payment of £289 for every complete GP career conversations (2 parts- process totalling 4 hours 10 minutes) | * 100% funding for course cost   A financial payment of £289 (‘mentoring supplement’) for the weekly session utilised for delivery of mentorship activities as well as up to four sessions for attending mentorship training (reimbursement of up to £1,156) |
| ***W***hat qualification do I receive | Certificate | The Certificate in Coach-Mentoring holds a European Quality Award (EQA) from the EMCC Foundation Level. |
| ***W***hat are the course details (attach) |  |  |
| ***W***ho to contact to enrol | [s.christian@nhs.net](mailto:s.christian@nhs.net) | [sthccg.primarycareacademy@nhs.net](mailto:sthccg.primarycareacademy@nhs.net) |
| ***W***hat is the deadline for enrolment | **Applications must be submitted by Friday 15th October** | **Applications must be submitted no later than 1st October 2021** |
| ***W***hat are the terms of business |  |  |