

Healthcare-specific in-house training & open courses

Leadership & Management Development



We're not the market leader without good reason

Highly effective programmes that deliver significant transformations in performance, morale, productivity and success, whilst encouraging the best in people.

Passionate about People, Performance & Health



About Us

Whether you are seeking to develop yourself, a team, a board, a department or a whole organisation, you are about to discover a highly committed group of professionals entirely devoted to your success through human performance in the healthcare sector. With a deep knowledge of the current change agenda, underlying drivers and the structural re-organisation of health, you'll find us insightful and grounded in operational reality.

Our Core Areas Of Expertise Are:

- Individual, departmental and organisational performance
- Leadership & management development
- Optimising ways of working e.g. case management
- Enhancing team effectiveness and teamwork

Medicology runs more than 250 open programmes per annum, as well as in-house training, people-related consultancy services and support tools or systems.

Trust & Insight

Medicology has run literally hundreds of days in all types of NHS organisations from single departments to whole organisations, Acute Trusts, PCTs, Medical Schools, SHAs and more, including NHS London, at the heart of the current NHS change agenda, and the Welsh Assembly, with sole responsibility for their Wales-wide leadership programme for Hospital-at-Night teams. Important groups trust us because we have the right insight, a passion for improvement and we deliver the results people expect.

Course Type & Teaching Methods

All courses consist of an engaging blend of lectures, exercises, discussions & case studies designed to truly embed the principles whilst developing the practical application of them. Course numbers are kept low to encourage discussion and debate, whilst ensuring that everyone has the opportunity to examine issues pertinent to them.

Course Options

In-House/ Bespoke for Groups

Bringing us in-house allows you to tailor programmes to specific local requirements or challenges, whilst lowering the cost of training by reducing travel and benefiting from a lower cost per person in fees. Typically a one-day programme costs around £1,650 + VAT + expenses, depending on the degree of tailoring, the distance to travel (yes, you will pay more for Stornaway, sorry!) and the overall complexity. We'd be happy to provide a detailed quotation.

Contact [Dean Kellogg](mailto:dean@medicology.co.uk) on 01332 821261 or dean@medicology.co.uk

Open Course, Single Attendee

Open courses are the perfect solution to gain essential learning as an individual but with the benefit of being able to interact with professional colleagues too.

Visit our full range of open courses at www.medicology.co.uk/courses.php

Leadership & Management Effectiveness

The Importance

Effective leadership and management is the backbone of a high performance organisation. Recognised by Department of Health, Lord Darzi and the Tooke Report as an essential component of healthcare effectiveness, it ensures a sound direction achieved through aligned, motivated people, coupled with an ability to achieving everything from day-to-day activity to complex transformations in a timely, cost-efficient manner.

Medicology – Original & Still the Best

When we set up years ago, we were the only healthcare-specific leadership, management & performance training provider. Since those early days we've continued to learn, innovate and evolve whilst the others have played catch up. Whilst others focus the virtues of leadership generically, we apply it to the gritty reality of today's NHS with competition, financial pressures, increasing expectations and large scale reform. You need people who can get the right stuff done, expeditiously – that's what we deliver.



The Medicology Leadership Model

Programmes and Approaches

Medicology runs everything from a 1-day programme for a few people to organisation-wide development programmes consisting of multiple components and methods, covering everyone from front line staff to senior management. We are particularly respected for our achievements with clinical teams. Methods include:

- Room-based learning, delivered in an engaging and highly interactive style
- Case studies & problem-based learning
- Action Learning Sets
- Personal & executive coaching
- Online learning environments, encouraging interaction & collaboration
- E-learning, especially suited to larger numbers or where time is constrained
- Myers Briggs Type Indicator programmes
- Other psychological tools, including Strength Deployment Inventory (SDI) and FIRO-B
- 360 degree appraisal tools & techniques

Open Programmes

Medicology runs over 30 open programmes for individuals in leadership, management, performance and personal development.

You can examine the full range at www.medicology.co.uk/courses.php

Balancing Business & Clinical Imperatives In Health

Modern healthcare organisations survive and thrive in a highly competitive environment through a coordinated (collaborative clinical & managerial), effective approach to the core components of service success:

- Clinical Effectiveness (including Leadership, Governance & Improvement)
- Financial Effectiveness
- Attraction Effectiveness (including Marketing, PR & Referral Influencing)
- People Effectiveness (including Leadership, Management, Team Working, Motivation & Morale)
- Patient Experience
- Strategic Effectiveness (Service Reform & Evolution)

Besides having a range of programmes that deal with these specific elements of service success, all Medicology programmes are consistent in their approach to encouraging attention to all 6 core components.

“ There can be little doubt that this organisation has the passion and foresight to truly interact with its target audience and in doing so rekindle that passion which led the health service forward in the past but which, of late, has been fading ”

Medical Director, Acute Services, Advanced Leadership for Hyperbusy Leaders

“ Please let Andrew know that the course I attended in Birmingham recently has had a dramatic benefit for me - give him my heartfelt thanks ”

Consultant Cardiologist, Coventry, Time Management for Consultants

“ Please pass on my gratitude to Andrew for such a fabulous course. I will recommend Medicology to all my colleagues! ”

Consultant Microbiologist, Portsmouth, Core Skills for the Clinical Service Lead

“ After returning from the Clinical Leadership course held by Medicology, I have to say, my impression was that I had attended the best course in my career ”

Consultant & Head of Service, Emergency Medicine, Effective Clinical Leadership

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