

Healthcare-specific in-house training & open courses

Team Development



Creating exceptional teams for an extraordinary
healthcare landscape

Successful services in the modern healthcare economy require high performance teams, working together effectively and collaboratively, bringing to bear their full capability and potential

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

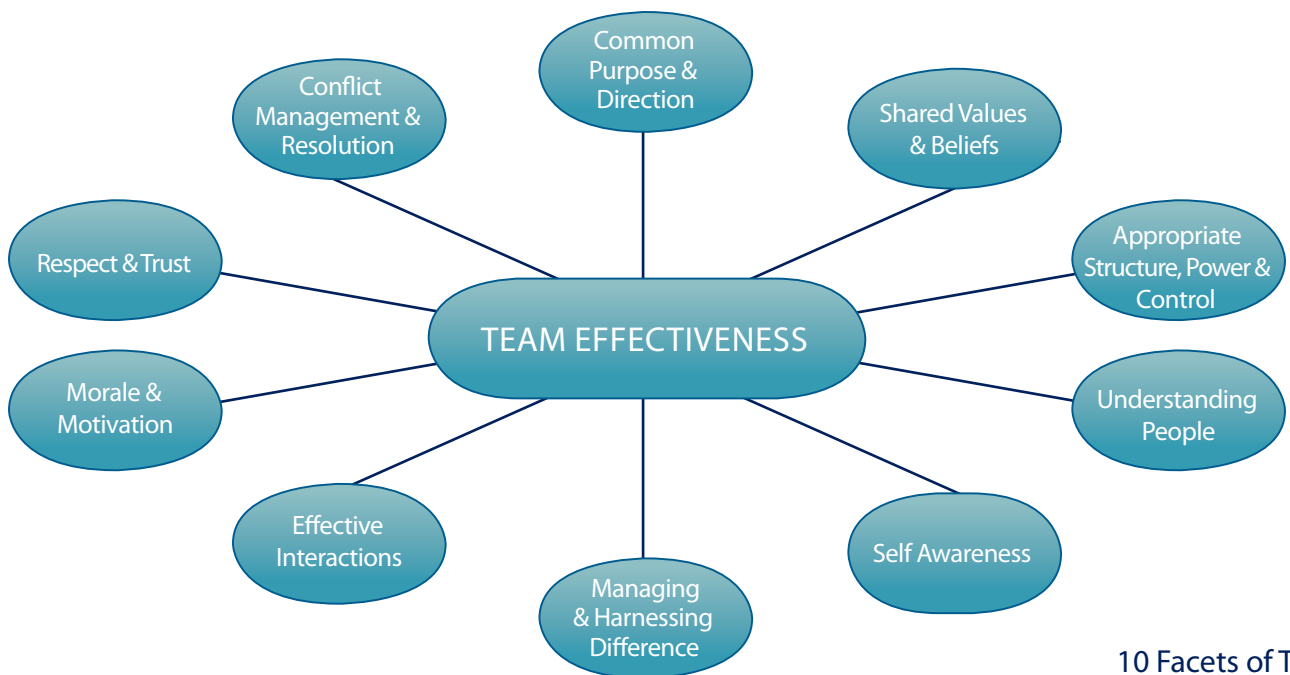
Leadership & Management Effectiveness

The Importance

The healthcare landscape is evolving at a significant pace into a competitive market where services must either thrive or risk erosion, even loss. That requires proactive attention to all aspects influencing service success, including clinical effectiveness, financial robustness & stability, highest quality of patient experience, effective services promotion strategies, strategic vision & development and PEOPLE. Whereas healthcare has always been a team sport, never has there been a time where the performance of teams is so vital to service vitality.

Medicology Model of Team Effectiveness

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.



10 Facets of Team Effectiveness

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
- Myers Briggs Type Indicator (MBTI) programmes
- Other psychological tools, including Strength Deployment Inventory (SDI) and FIRO-B
- 360 degree appraisal tools & techniques
- Online learning environments, encouraging interaction & collaboration

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.

“ 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](#)

“ Excellent framework to support people and change management ”
[Dr Christine Howard, Consultant Paediatrician, Oldham PCT](#)

“ 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](#)

“ Great course, stimulating, thought provoking and enjoyable.
Should be mandatory for all consultants ”
[Specialist registrar obstetrics and gynaecology](#)

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