

Who is the Programme for?

Newly appointed consultants

BOA National Clinical Leaders Fellowships (previously Orthopaedic Transitional Fellows)

Senior trainees – ST8 or above when the programme runs, or senior SAS doctors

Module Dates: to be confirmed

2 days October 2019

2 days January 2020

2 days March 2020

2 days June 2020



Who Delivers the Programme ?

Karen Picking and Associates

Karen Picking and Associates are an established collaboration of partner organisations with considerable experience of delivering a high impact Clinical Fellowship Leadership Programmes and other senior leadership programmes of a similar nature to these Programmes, nationally and extensively within the North East.

They have a strong commitment to improving healthcare and improving health which requires exceptional clinical leadership.

For eight years they have delivered the National Orthopaedic Clinical Leaders Programme in partnership with the British Orthopaedics Association and sponsoring NHS Trusts and Specialist Societies. .



Further information

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British Orthopaedic Association

National Clinical Leaders Programme 2019—2020

The British Orthopaedic Association is delighted to announce that this prestigious National Orthopaedic Clinical Leadership Programme will be running again in 2019/2020





Programme aims

To develop current and future Orthopaedic consultant leadership capability for the NHS.

To accelerate service transformation and quality improvement within and across Orthopaedic services through proactive clinical leadership using core skills in improvement methodology and knowledge from improvement science.

Improving Orthopaedics

The Programme supports one year of employment and development with an NHS Trust. During the Programme clinical leaders will deliver a significant piece of innovation and improvement work in Orthopaedics for their Trust. At the end of the Programme the improvement work is displayed at the annual BOA national congress.

What does the Programme cover ?

Leadership effectiveness: self-awareness, leadership diagnostics, breakthrough personal effectiveness, leadership development plans, coaching objectives, personal impact, coaching for improvement, aligning clinical and managerial agendas, career planning and consultant recruitment.

The context for improvement in Orthopaedic services: leading safety, reducing harm, the human factors, quality and efficiency, patient experience and expectations, innovation and new approaches in Orthopaedics, NHS policy context, Trust strategy and improvement agenda.

Quality improvement tools and methodology: principles of Quality Improvement, LEAN methodology, Kaisen, Toyota, process review and redesign, demand management, workforce planning, measurement of improvement, statistical process control, creativity tools, problem solving tools, project management, applications in healthcare.

Inspirational leadership: leading teams, engaging and motivating colleagues, influencing, leading change, negotiating, difficult conversations, high performing individuals and teams, coaching for complex change.

How is the Programme delivered ?

Active learning: Four two day modules delivered in Newcastle upon Tyne. Masterclasses and tutorials with experts in their field.

Coaching: Leadership and Improvement coaching.

Blended learning: Online leadership and management learning resources.

Applied learning: The legacy of this one year development programme is a significant innovation and improvement piece of work delivered by each clinical leader to their Trusts strategic change agenda and improvement of Orthopaedics services.

Accreditation: Level 7 Certificate in Strategic Leadership and Management (Chartered Management Institute)

Graduation: Poster presentation at the BOA Annual Congress

