Delivery of Regional Leadership Course to meet new Ophthalmic Specialist Training Curriculum Level 4 Leadership

Kirupakaran Arun[1], Rathin Pujari[2], Sudeshna Patra[3], Cordelia McKechnie[4]

[1]Western Eye Hospital, [2]North Middlesex Hospital, [3]Somerset Hospital, [4]Whipps Cross Hospital

Aims

- In August 2024, the new Ophthalmic Specialist Training (OST) curriculum was introduced, in response to the GMC's Excellence by Design Standards for Postgraduate Curricula and the need to incorporate its Generic Professional Capabilities framework.
- The new curriculum assesses capabilities in seven domains, with each domain divided into four level of competence. We highlighted a gap in opportunities for London trainees to achieve Level 3 and 4 in the Leadership and Team Working domain.
- The aim was the assess the effectiveness of a new Leadership course and ease the transition for both trainees and trainers to the new curriculum.

Methods

- A four-step multimodal training package was created to help trainees achieve Level 3 and Level 4 competence in the Leadership and Team working domain (Figure 1).
- Pre-course learning was shared via the RCOphth online learning platform, INSPIRE. This consisted of of examples of Leadership Projects, outline of a serious incident, a recorded talk on feedback as well as instructions to prepare a presentation on one of their own leadership projects.
- Post-course consolidation was the completion of a reflection on how they would adapt their leadership styles had based on the course material.

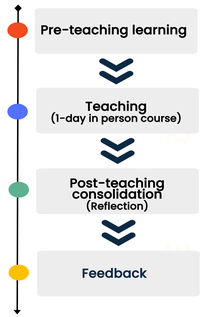


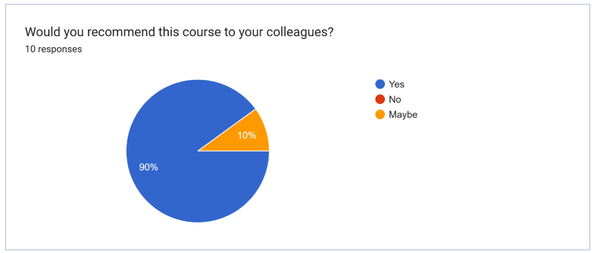
Figure 1 – Four-step multimodal training package

Results

Feedback from Course

- 10 delegates undertook the course, with 100% completing the feedback





- Free-text feedback included "excellent course" with 3 people finding the role play sessions very helpful.

	Giving feedback	Appraisal	Golemann's Leadership Framework	Service redesign	Patient Safety Incident Response Framework	Quality Improvement
Wilcoxon signed rank test	P<0.01	P<0.001	P<0.001	P<0.01	P<0.01	P<0.001

Conclusions

- Four-step teaching of Leadership and Team Working was effective in developing competence in trainees in Level 4 Leadership and Team Working.
- This is the first course of this kind to help support the new OST curriculum.
- The teaching package with the pre-course material has been widely shared via the RCOphth online learning platform, INSPIRE and also improved to facilitate future expansion of the course at a national level.

Teaching Programme

