### Educational Objectives
This course will allow trainees to gain relevant skills, then to use their skills and training to take on leadership roles in clinical and organisational settings. The course will aim to provide knowledge and instruments.

1. To provide an understanding of theories about leadership.
2. To experience skills required to negotiate, manage time and manage people.
3. To understand qualities required for good leadership.

Finally, the course aims to build and grow-up a network among psychiatrists in Europe to facilitate communication and experience comparisons.

### Course Description
Psychiatrists have multiple roles, from being a clinician to managing resources. Some of these are related to leadership within teams. The course focuses on leadership in a broader context. A consultant psychiatrist is well placed to lead a team in a way that clinical practice is evidence-based so that patients get the best available and efficacious treatments. The seniority of a consultant psychiatrist within the multidisciplinary team confers a degree of responsibility and accountability for clinical leadership, but this is not an automatic given. The imperatives of leadership include:

- Clinical decision-making in multidisciplinary contexts dealing with aetiology and management
- Managing dynamics within the team settings
- Encouraging professional development of colleagues
- Leading on service planning, development and delivery and quality improvement
- Ensuring equity of access
- An ambassadorial role for health services in general but for patients in particular
- An acceptance of wider roles outside the employing organisation and other community organisations
- Horizon scanning, to anticipate developments in policy and practice, and then encourage evolution in service delivery

This course is not about Management but about Leadership - a different role that requires specific skills. Occasionally these roles can be embedded in the same person, but not always. Are leaders born or made? There is no doubt that some personality styles are a result of development but others can be gained by training. The ability to manage people, deal with conflicts or develop a strategic vision for their service or their organisation can be learnt.

### COURSE METHODS AND MATERIAL
- Small group discussions; role play; vignette; slides; handouts

### Recommended Readings
- Clinical Leadership: Bridging the Divide by E Stantoon, C Lerner and J Mountford (2009)

### Target Audience
Psychiatrists and trainee psychiatrists.

### Languages
English