

CME COURSE TITLE	Leadership Skills in Psychiatry
COURSE DIRECTOR	Prof. Dinesh K M L Bhugra, UNITED KINGDOM
COURSE LEVEL	Advanced
EDUCATIONAL OBJECTIVES	<p>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.</p> <ol style="list-style-type: none"> 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. <p>Finally, the course aims to build and grow-up a network among psychiatrists in Europe to facilitate communication and experience comparisons.</p>
COURSE DESCRIPTION	<p>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:</p> <ul style="list-style-type: none"> • 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 <p>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.</p>
PREREQUISITE KNOWLEDGE	Basic knowledge of leadership skills and requirements for service development
COURSE METHODS AND MATERIAL	Small group discussions; role play; vignette; slides; handouts
RECOMMENDED READINGS	<p><i>Clinical Leadership: Bridging the Divide</i> by E Stantoon, C Lerner and J Mountford (2009) By Dinesh Bhugra: 2008: Decision-making in psychiatry: what can we learn? <i>Acta Psychiatrica Scandinavica</i> 118: 1-3. 2008: Professionalism and psychiatry: the profession speaks. <i>Acta Psychiatrica Scandinavica</i> 118: 327-329. 2009: Professionalism and psychiatry: past, present, future. <i>Australasian Psychiatry</i> 17 (5): 357-359. 2010: Thinking shrinks: decision making in psychiatry. <i>International Journal of Social Psychiatry</i> 56 (5):459-461. 2011: What makes a medical leader? <i>Advances in Psychiatric Treatment</i> 17: 160-161. By Dinesh Bhugra and Susham Gupta (2010): Leadership, decision-making and errors: cultural factors. <i>International Psychiatry</i> 7 (2): 27-29.</p>
TARGET AUDIENCE	Psychiatrists and trainee psychiatrists.
LANGUAGES	English