**Leading a Multidisciplinary Team**

Strong leadership to develop cohesive and sustainable multi-disciplinary teams (MDTs) in a primary care setting is key to supporting and empowering service users within their own communities-being seen by the right person at the right time in the right place and supporting people to live their best lives.

MDTs are the mechanism for organising and coordinating health, social care and voluntary services to meet the needs of individuals with complex care needs.

This programme will support participants to develop their system leadership skills, alongside developing an awareness and understanding of how to apply these skills to deliver true personalised care.

The offer will provide an opportunity for peer-led learning, through facilitated Application Learning Groups. These groups, in conjunction with the theory will support greater understanding of both the landscape they are working in, as well as the challenges of developing a strong, collaborative team of people from various professional backgrounds and team cultures, who are coming together for the shared aim of putting the patient at the centre of the conversation. As the programme is pan-regional, it will offer participants the opportunity of learning from colleagues across the country.

This is a pan-regional programme with a limited number of places. We are therefore keen to ensure that the right individuals have the opportunity of participating and that they have the support and sponsorship of both their line-manager and the wider system that they are working within.

**Who is this programme for?**

Individuals responsible for developing, facilitating and leading MDT working.

**Do you know of someone who:**

* Is a strong voice for the culture of MDT working?
* Is involved in facilitating or leading an MDT?
* Is responsible for developing an MDT to support their local teams and communities?
* Wants to be able to demonstrate and evidence the value of the MDT model of working?
* Will be keen to and supported to champion the spread of MDT working?

**Programme Aims:**

* Explore and understand the value of MDT working in the context of patient centred care, population health, placed based care and the wider landscape of Integrated Care Systems (ICS’s)
* Understand the importance of a shared vision and finding a common language. How to develop a shared vision and purpose across a multi-disciplinary team through co-creation and co-production
* To identify and understand the enablers and barriers to effective MDT working
* To develop wider system leadership skills in leading change, developing trust, building collaborative relationships, changing mindsets
* To explore the practical aspects of running a successful MDT-challenges and opportunities
* To work with conflict - how to manage and resolve it and make it a positive part of team dynamics
* To identify how to convey the impact and value of MDT working to the wider system-outputs, impact, measures of success, storytelling
* Support colleagues to spread learning across their PCNs and wider systems through a train the trainer approach

The programme is led and facilitated by experienced tutors from Tricordant who have significant experience of supporting and developing the Primary Care workforce.

Throughout the programme the individual will have the opportunity to listen to and share ideas and experiences with their peers, the facilitators and with guest speakers and subject matter experts in healthcare.

**Programme Details:**

In order to gain the most from the programme, participants are expected to attend all sessions. There will be some pre-reading material to support theoretical knowledge and there will be an expectation that participants will reflect upon their learning and its impact on their practice with a view to exploring these reflections within their Application Learning groups.

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| **Workshop/Application Learning Group** | **Workshop overview** | **Dates** |
| Workshop 1 | **The WHY. The case for MDT working.** Clarifying the evidence base, value and real-life application of MDT working in the context of patient centred care, population health, placed based care, integrated neighbourhood teams and wider system working. | Wed 22nd March  10 - 1 |
| Workshop 2 | **The WHAT. Establishing effective MDT working.** Overcoming barriers and **e**mbedding processes for effective team working including working confidently with conflict and difference. | Wed 19th April  09.30 - 12.30 |
| Application Learning Group 1 |  | Thurs 27th April  10 - 1 |
| Workshop 3 | **The HOW. Developing MDT shared vision and common language**. Supporting MDT leaders in developing their ways of working out of their shared purpose and vison through co-production. | Thurs 4th May  11.30 – 2.30 |
| Application Learning Group 2 |  | Mon 15th May  10 - 12 |
| Workshop 4 | **Running successful MDTs** – practical challenges and opportunities, team maintenance and evaluation. | Wed 7th June  10 - 1 |
| Application Learning Group 3 |  | Wed 28th June  1 - 3 |
| Workshop 5 | **Developing wider system leadership skills** in leading change, developing trust, building collaborative relationships, changing mindsets | Wed 5th July  1 - 3 |
| Application Learning Group 4 |  | Wed 12th July  10 - 12 |
| Workshop 6 | **Sharing the MDT story**: Conveying the impact and value of MDT working to the wider system -outputs, impact, measures of success, storytelling and developing train the trainer skills and approach | Wed 19th July  10 – 1.30 |
| Application Learning Group 5 |  | Thurs 14th  Sept 10 - 12 |
| Application Learning Group 6 |  | Tues 16th Nov  10 - 12 |

If you would like to discuss the programme further please feel free to make contact with your regional Leadership Academy Primary Care lead [Jo.Betterton@leadershipacademy.nhs.uk](mailto:Jo.Betterton@leadershipacademy.nhs.uk)