

Leadership & Management Committee Strategic Plan 2021 -2024

Presidential Priorities: Equity between Physical & Mental Health: Supporting the Workforce: Championing Equality & Diversity: Sustainability

Aim: To equip and nurture current and aspirant psychiatrists to lead collaboratively and support their ambition to become leaders and managers delivering the best outcomes for people with mental illness



Courage

Innovation

Respect

Collaboration

Learning

Excellence

Support leadership development in less well represented groups & promote diversity of leadership in mental health

Support innovations which reduce the carbon footprint of services & promote the sustainability agenda

Champion & model the use of language to shape a coherent narrative around the value of compassionate leadership

Model & develop collaborative leadership with other professionals, patients & carers in mental & acute healthcare settings

Ensure all members have access to leadership development with appropriate curricular & competency requirements

Work to ensure that psychiatrists aspire to become leaders of high quality services

Review the use of language & ambition in College policies & documents re leadership e.g. CPD, appraisal & job planning

Support the development of new roles for the planned investment in mental health services provision in England & the devolved nations

Promote engagement & collaboration with College groups to shape policy and its impact on services

Support development of a College Engagement Network to improve collaborative working with Medical Directors & CEOs

Review & develop CPD online & TRON modules other digital learning resources on leadership & management

Promote the development of StartWell Days & mentoring for new consultants in psychiatry

Promote equity of opportunity & inclusivity of psychiatrists in leadership & management, including those with lived experience of mental illness

Engage, shape & support transformation projects to improve services & promote social accountability & patient, carer & community empowerment

Promote the empowerment of people with lived experience of mental illness

Engage & work in partnership with 3rd Sector, patient & carer groups in and outside the College

Extend the model of College Leadership & Management Fellow Scheme & Alumni to support psychiatrists at other stages of their careers

Develop a cohort of experts in leadership & management to articulate, teach & champion leadership & management competencies & skills