

LMC Strategic Plan 2018-20

VISION							
For all psychiatrists to lead and manage mental health and learning disability services for the best outcomes of the people who use them							
AIM							
To support psychiatrists equip themselves for roles as leaders and managers							
VALUES							
ETHOS		STANDARDS		ADVOCACY			
Medical leadership and management leads directly to improved patient outcomes. The Royal College of Psychiatrists is committed to develop current and future leaders and medical managers.		We will demonstrate in all our work a commitment to leading and managing mental health and learning disability services and to do this together with the people who use and colleagues who work within them.		We will work with user, provider, third sector and other key partner organisations to advance the impact of medical leadership and management.			
Fairness and inclusivity	Professionalism	Research and innovation	Ethical Practice	Lifelong learning	Multidisciplinary working		
STRATEGY							
POLICY AND PROFILE		NETWORKING		PROVISION OF RESOURCES & TRAINING		EMBEDDING COMPETENCIES IN THE CURRICULA & IN PSYCHIATRIC PRACTICE	
2018 to 2020 <ul style="list-style-type: none"> Develop bespoke leadership programme for future BAME leaders to ensure MDs/CEOs of the future represent the diversity of the workforce Develop College Report on best practice in medical leadership and management Maintain the LMC web page and use social media to ensure a professional and national and international public profile Provide a regular LMC conference and symposiums at key College meetings 		2018 to 2020 <ul style="list-style-type: none"> Establish regional and national online networking forums to support medical leaders and managers LMC chair and other members to attend (in person or virtually) National and Regional Divisional Executive Committees annually to assess need for leadership and management support, training and development 		2018 to 2020 <ul style="list-style-type: none"> Develop online and face to face training and articles for Advances to complement the College Report on best practice in leadership and management. Support future leaders to have mentoring and coaching via their trusts, deanery and Royal College of Psychiatrists 		2018 to 2020 <ul style="list-style-type: none"> To develop, deliver and evaluate the Leadership and Management Scheme for trainees and extend to Consultants and SAS doctors Work with the College to standardise and embed the leadership and management curriculum across all specialities Align leadership and management development with the five conditions of the National Health Service Improvement Framework Developing People – Improving Care (NHSi 2016) 	
ORGANISATIONAL OBJECTIVES							
To set standards of excellence for individual practice and services			To lead, support and provide high-quality training to psychiatrists			To involve and work with people affected by mental illness, wider team, partners and key audiences	