



Leadership and Management Training Conference

RCPsych London Division

16 February 2024

9:30am – 4:30pm

UCL Torrington Place Training Centre, London

Information Booklet

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General information

Certificates

Certificates of attendance will be emailed to delegates within two weeks after the event. Please ensure we have your preferred email address.

Presentations

All slides that we have been given permission to share with delegates will be emailed in PDF format, following the event.

Accreditation

1 CPD point per hour of content, subject to peer approval

Feedback

Please complete the [feedback form](#). All comments received remain confidential and are viewed in an effort to improve future meetings.

Programme

Time	Presentation
9.30am	Registration
10am	Welcome Dr Bradley Hillier Acting Chair, RCPsych London Division Chair - Health and Justice Liaison to HMPPS and MPS Chemsex Project Sagamore
10.05-10.30am	Leadership in uncertain times: tools and approaches Dr Helen Crimlisk, Deputy Medical Director Sheffield Health and Social Care NHS Foundation Trust RCPsych Associate Registrar for Leadership and Management
10.30-11.10am	Leadership opportunities throughout training and diverse careers Dr Marcin Ostrowski, Senior Speciality Doctor, Associate Dean for SAS & Chair of Regional SAS Tutors Group Dr Emmeline Langunes Cordoba, Speciality Doctor at Camden & Islington NHS Foundation Trust
11.10-11.25	Short Q&A Panel Session Dr Helen Crimlisk, Dr Emmeline Langunes Cordoba & Dr Marcin Ostrowski
11.25-11.40	Short Comfort Break
11.40-12.10pm	Leadership during the career Dr Paul Evans, Medical Director of the Faculty of Medical Leadership and Management
12.10-1pm	Learning from Leaders: Panel Discussion Facilitated by Dr Bradley Hillier, with Dr Helen Crimlisk Dr Paul Evans Dr Tim Ojo, Coaching and Mentoring Lead - FMLM Dr Derek Tracy, Chief Medical Officer of West London NHS Trust
1-1.45pm	Lunch Break
1.45-3.25pm	Action Learning Sets 10-minute intro – Dr Rachel Swain, RCPsych Leadership and Management Fellows 5 min move-around time 70 min breakouts
3.25-3.35pm	Short Comfort Break
3.35-4pm	Feedback Session Led by Dr Derek Tracy
4-4.30pm	Diversity, Development, and wellbeing Dr Billy Boland, Executive Medical Director - South West London and St George's Mental Health Trust, Clinical Director for Mental Health for NHS England, Executive lead for the MHA

The events team reserves the right to change the programme without prior notice.

Action learning sets

To support your individual leadership journeys, we are holding Action Learning Sets (ALS) in the afternoon of the course.

For those of you who haven't come across these before, ALS are a way to learn from each other and come up with solutions to challenges in a reflective small group setting.

This video gives a good 3 minute explanation of the process: [Action Learning Sets HD - YouTube](#)

We'll break into small groups and will have time for one or two discussions in each group, so please come along with some thoughts in mind of a problem or challenge you have come across in a leadership setting/role. Examples include challenges with lack of buy-in or feeling stuck in a project, but the space really is yours to bring anything you would like your group's help with.

Speaker biographies and extracts

Welcome

Dr Bradley Hillier

*Consultant Forensic Psychiatrist, Acting Chair RCPsych London Division,
Chair – Health and Justice Liaison to HMPPS and MPS Chemsex Project*

Biography

Dr Bradley Hillier is a Consultant Forensic Psychiatrist in London and Jersey, Channel Islands. He is Acting Chair of the London Division of the College.

He also has an interest in Chemsex, in particular when associated with offending behaviour and mental health problems, and chairs a Health and Justice Liaison Group to a joint project with the Metropolitan Police and HMPPS, called Project Sagamore, set up in the wake of the killings by Stephen Port.



Leadership in Uncertain Times: Tools and Approaches

Dr Helen Crimlisk

*Deputy Medical Director, Sheffield Health and Social Care NHS Foundation Trust,
RCPsych Associate Registrar for Leadership and Management*

Biography

Dr Helen Crimlisk is a Consultant in Community Psychiatry and Deputy Medical Director at Sheffield Health and Social Care NHS Foundation Trust and Psychiatry Lead at the University of Sheffield. At the RCPsych, she has a role as Specialist Advisor for Workforce and Associate Registrar for Leadership and Management.

She undertook leadership training with the Generation Q programme supported by the Health Foundation. Her interests include system leadership, quality improvement, service user engagement & experience, education, sustainability, digital and workforce.



She has overseen the development of the FMLM accredited RCPsych Leadership and Management Fellows programme which offers a high level experience for ambitious SpRs and SAS psychiatrists who want to develop leadership competencies and has chaired the Leadership and Management Committee for 5 years.

She has supported Sheffield Health and Social Care NHS Foundation Trust to become an FMLM affiliated organisation, promoting & delivering leadership opportunities for Trainees, SAS and Consultants Psychiatrists and others as well as supporting transformational programmes particularly around workforce and primary and community mental health care.

She is a Health Foundation Q Member, Senior Fellow of the Academy of Medical Educators, Senior Fellow of the Faculty of Medical Leadership and Management and a Salzburg Sciana Global Fellow.

She trained at Guys and the Maudsley, undertaking research in Neuropsychiatry at Queen Square, London before completing her training in South Yorkshire following a period living and working in Germany. Whilst now working full time, she has trained and worked part-time as both a trainee and a consultant. Out of work she enjoys running, cycling and gardening and a variety of (very) amateur artistic interests.

Abstract

Helen will share her experiences of leadership and explore how to develop leadership opportunities as a psychiatrist thorough out a career. She will explore some leadership models and concepts which she has found helpful and discuss how delegates can go about developing their leadership competencies in practice.

Leadership Opportunities Throughout Training and Diverse Careers

Dr Marcin Ostrowski

Senior Specialty Doctor, Associate Dean for SAS & Chair of Regional SAS Tutors Group

Biography

Dr. Marcin Ostrowski is a Specialist Psychiatrist (SAS) and Assistant Medical Director in Secure Care at the Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust (CNTW). After completing his GP Vocational Training, Dr. Ostrowski embarked on a career in psychiatry. He provides senior clinical leadership within his trust and leads the development of Public and Physical Health Policy at CNTW. He serves as an Associate Dean for SAS Doctors and Dentists with NHSEENE, a SAS Tutor at CNTW, and is also a mentor and appraiser. He is an Associate Programme Director at the Leadership and Management Fellows Scheme with the Royal College of Psychiatrists (RCPsych) and a



member of the Faculty of Medical Leadership and Management (FMLM). He takes great pride in his career as a SAS psychiatrist and spends most of his spare time traveling through Europe with his family and walking his dog in rural Northumberland.

Dr. Ostrowski's interests are focused on the management and leadership skills development of medical staff. While pursuing an MSc in Strategic Leadership, he is a firm believer in an inclusive leadership culture and advocates for equal access to a variety of leadership opportunities for SAS doctors in the NHS.

Leadership Opportunities Throughout Training and Diverse Careers

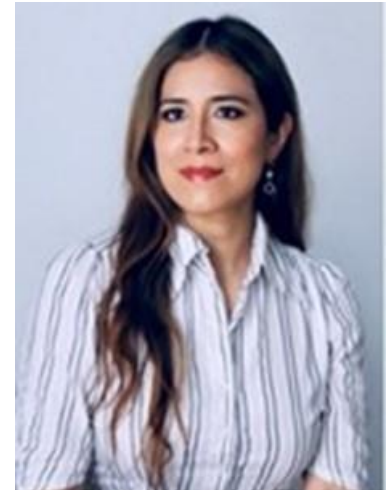
Dr Emmeline Langunes-Cordoba

Specialty Doctor at Camden & Islington NHS Foundation Trust

Biography

Emmeline is a trained Mexican psychiatrist and psychotherapist, who in 2013 moved to London to study an MSc in War & Psychiatry, and later a PhD in Health Service and Population Research, focused on mental health stigma, both at King's College London. Since 2019 she has been working as a specialty (SAS) doctor at Camden and Islington NHS Foundation Trust. She is a certified psychiatrist by the Mexican College of Psychiatrists; is member of the British Association for Counselling and Psychotherapy (BACP); and is affiliated to the RCPsych as a specialty doctor. She is currently part of the RCPsych SAS committee, appointed rep for the London Division and the Academic Faculty; the RCPsych's Home Treatment Accreditation Scheme and

the Transcultural SIG committees. Emmeline has publications in different peer reviewed journals focused on mental health stigma, IMGs, SAS doctors, leadership and doctors' wellbeing. She collaborates with the Mexican embassy in the UK, consulting in cases of Mexican nationals requiring mental health support and giving talks regarding mental health topics. She has been nominated and shortlisted as SAS doctor of the year (2021) by the RCPsych and won SAS doctor of the year at the RCPsych London awards in 2022.



Abstract

I'll speak about my process of becoming a SAS doctor, as well as about the opportunities and challenges I have faced re accessing leadership roles.

Leadership During the Career

Dr Paul Evans

Medical Director of the Faculty of Medical Leadership and Management

Biography

Dr Paul Evans joined the RAF in 1975 as a medical cadet, qualifying in Medicine in 1978. He undertook 4 tours (3 as Senior Medical Officer) as a medical officer on RAF flying stations and studied for the Diploma in Aviation Medicine in 1987.

From 1990 he undertook many medical managerial appointments of increasing responsibility and seniority. His final appointment was as Head of the Defence Medical Services, being selected as Surgeon General in December 2012, where he was the senior responsible officer for the end-to-end delivery of healthcare in the home-base and on operations.



Paul's leadership development was undertaken in the military, attending RAF Staff College in 1996, where he was Course Leader, and he completed the last term at the Royal College of Defence Studies in November 2004.

On retirement from the military in 2016 he undertook part-time consultancy with the Faculty of Medical Leadership & Management (FMLM) as well as an Appraiser for the Faculty and a Founding Senior Fellow of FMLM. Additionally, he was appointed by NHSE/I as a Non-executive Director of the Isle of Wight NHS Trust, a role that provided real insight into healthcare delivery processes.

In July 2019, he was appointed as Medical Director of FMLM where he now has responsibility for the professional aspects of the Faculty that includes membership, fellowship, accreditation and Appraisal and Revalidation.

Learning from Leaders

Dr Tim Ojo

Coaching and Mentoring Lead - FMLM

Biography

Dr Tim Ojo is an executive coach, leadership mentor, accredited mediator, facilitator, and organisational consultant. He was previously an executive medical director and associate registrar for policy support.

He is a senior founding fellow of the faculty of medical leadership and management. Having retired from full time NHS work in 2022, he now has a portfolio career which includes running a small consultancy, private clinical practice, coaching, mediation and organisational consulting.

Learning from Leaders

Dr Derek Tracy

Chief Medical Officer of West London NHS Trust

Biography

Derek Tracy is the Medical Director of West London NHS Trust. He is a Senior Lecturer at King's and University College London and has published over one hundred and twenty peer-reviewed scientific papers and fifteen book chapters.

His research interests include New Psychoactive Substances ("legal highs") and Derek is a member of the Advisory Council on the Misuse of Drugs that advises the Home Office on drug harms. He is the editor for public engagement at the British Journal of Psychiatry, writing its Kaleidoscope and Highlights columns.



Action Learning Sets

Dr Rachael Swain

RCPsych Leadership and Management Fellows

Biography

Rachel is a Consultant Forensic Psychiatrist in West London. As a higher trainee, she was part of the Royal College Leadership and Management Fellowship Scheme between 2022-2023.

She led a project to bring leadership teaching to core and higher trainee psychiatrists, as well as SAS doctors.

Diversity, Development and Wellbeing

Dr Billy Boland

Executive Medical Director – South West London and St George’s Mental Health Trust, Clinical Director for Mental Health for NHS England, Executive Lead for the MHA

Biography

Dr Billy Boland took over the role of Medical Director at South West London and St George’s Mental Health Trust in March 2021. Billy brings a wealth of experience to the role. He previously worked as Deputy Medical Director at Hertfordshire Partnership University NHS Foundation Trust, where he was also a Consultant in community psychiatry.

Billy is an Honorary Senior Lecturer (Clinical) at the University of Hertfordshire. He was elected to the Royal College of Psychiatry General Adult Faculty Executive Committee in 2013 and took over as Chair in 2019.

Billy is also on the Advisory Board of the Money and Mental Health Policy Unit. Billy first trained as a Consultant Psychiatrist here at South West London and St. George’s Mental Health Trust and is delighted to be back as Medical Director.



Venue information

Address

UCL Torrington Place Training Centre
1-19 Torrington Place, Fitzrovia
[London WC1E 7HB](#)

Room

Main Room – G12

Closest stations

Warren Street station (7min)
Euston Square station (9min)
Tottenham Court Road station (10min)
Euston station (11min)
Kings Cross St Pancras station (26min)

London Division upcoming events

Professional Skills Masterclass Series

This event is for all three sessions of a webinar series of Professional Skills Masterclasses that is led by the London Division.

Book all sessions from the Profession skills masterclass series and receive a 10% discount.

- **Series 1, 6 March 2024** – QI, research and use of data in clinical practice
- **Series 2, 18 April 2024** – Time management
- **Series 3, 2 October 2024** – Leadership and management and Conflicts at work

For more information and to book, please visit the [London Divisions Events page](#).



London Division awards

The London Division are pleased to announce that our regional awards are now open for nominations.



We provide a ceremony to engage and enthuse local Psychiatrists, SAS Doctors, Psychiatric Trainees, Mental Health Care Teams, Patients and Carers, and Medical Students, as well as to highlight and acknowledge the excellent work that they do in our Division. These are not part of the National awards; this is our way of raising the profile and awarding those doing so much towards Mental Health care in the London Division.

These are the third London Division RCPsych awards. We are hoping to uncover, acknowledge and celebrate the work being done in London, to help improve mental health care/psychiatric care and the experience of care for people in London. We are looking for 'Real Heroes' who enhance the experiences of patients as well as the provision of services.

We are therefore not just seeking research or academia, we are also looking for more patient and clinical focused work, exceptional workplace examples, how one's work has improved the care of patients and carers, and how one has improved collaborative teamwork.

We offer the following awards:

- London Division Medical Student of the Year
- London Division Foundation Doctor of the Year
- London Division Core Trainee of the Year
- London Division Higher Trainee of the Year
- London Division Patient/Carer Contributor of the Year
- London Division Psychiatrist of the Year
- London Division SAS Doctor of the Year
- London Division Team of the Year
- London Division Educator of the Year

For more information and nomination forms, please see our [website](#) or contact [Karen Morgan](#) with any queries.

London Division vacancies

There are currently several posts available within the London Division. Vacancies have arisen in the following roles as the current post holder is reaching the end of their tenure or the post is currently vacant.

Co-opted Roles

[Financial Officer](#) (normally an elected role but will be co-opted for this year and will go up for election next year). To commence ASAP

Appointed Roles

[Workforce Lead](#) – to commence ASAP

[Newsletter Editor](#) – to commence ASAP

To apply for these roles, please send an up-to-date CV and a completed [Good Standing Form](#) (DOC) to [Karen Morgan](#) with an overview of why you feel you are able to fulfil this role.

Deputy Regional Advisor Roles

[Deputy Regional Advisor](#) – South East London

Deputy Regional Advisor – North East London

To apply for this role, please send an up-to-date CV and a completed [Good Standing Form](#) (DOC) to [Karen Morgan](#).

Regional Specialty Representative

There are many advantages and benefits of being part of the Division Executive Committee. As an RSR, you have the opportunity to;

- Attend Faculty meetings
- Influence policy making decisions
- Contribute to Executive/Strategy days
- Understand the direction of travel of the Faculty/Division
- Showcase experience on your CV
- Be part of an Honorary Appointment

We urgently require representatives for the below areas:

- Academic - All London regions
- Addictions - All London regions
- Child & Adolescent – London Central/North East, London North West, London South East regions
- Forensic – London North West region
- Intellectual Disability - South East & South West London regions
- Liaison - Central/North East & South East London regions
- Neuropsychiatry - All London regions
- Old Age - Central/North East & North West London regions
- Perinatal - All London regions

For more information and to view the job descriptions, please click the [Regional Advisors and Specialty Representatives](#) page.

To apply for any of these roles, please send an up-to-date CV and a completed [Good Standing Form](#) (DOC) to [Karen Morgan](#).

Deadline for applications: **30 April 2024**

For London Division information, vacancies and events, [please visit our website](#).