

# **Welcome to the RCPsych Leadership and Management Fellow Scheme**

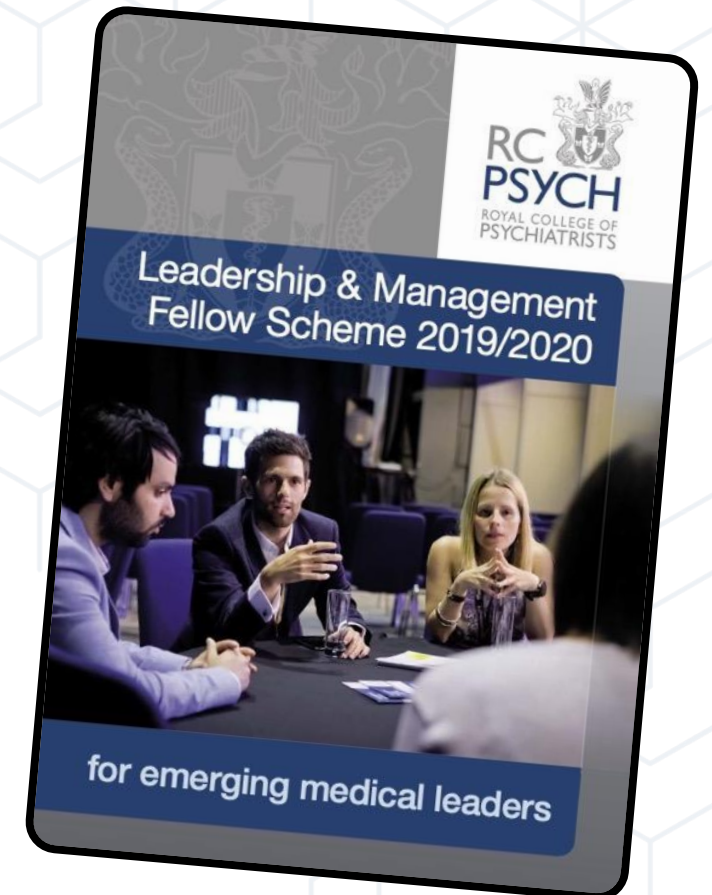
## **Cohort 7**

Established through a collaboration  
between the PTC, LMC & CALC

First cohort recruited in 2019/2020 with  
an annual intake of approximately 30-45  
fellows

Delighted to welcome 34 fellows to  
Cohort 7 across 27 different organisations

Now open to mid-career SAS doctors



# Meet our leadership team...



**Dr David  
Bishop**  
Programme  
Director



**Dr Marcin  
Ostrowski**  
Associate  
Programme  
Director



**Dr Eleanor  
Swift**  
Action  
learning set  
lead



**Dr Saleema  
Durgahee**  
Associate  
Programme  
Director



**Dr Sanah  
Ghafoor**  
Associate  
Programme  
Director



# Your module leads...



Dr Derek Tracy



Dr Suhana Ahmed



Dr Deepa Bagepalli-Krishnan



Dr Ananta Dave



Dr Gareth Thomas



Dr Mudasir Firdosi



Charlotte Cummings

# Your module leads...



Catherine Eden



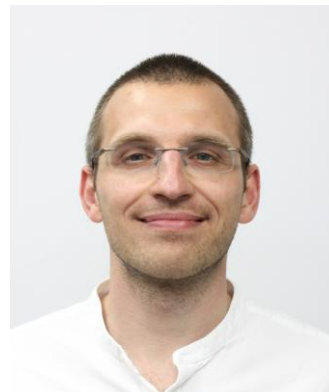
Dr Ayesha Rahim



Dr Asif Bachlani



Dr Katy Mason



Dr Ruslan Zinchenko



Dr Ravzan Gutu



Dr Billy Boland

**What we're trying to  
achieve...**

For you to develop an enhanced understanding of medical leadership across all four domains of self, team, organisation, and system.

For you to be placed in challenging situations where there is a degree of risk, within a safe and supportive environment, for experiential leadership development.

For you to be exposed to colliding perspectives from leaders at all levels, both internal and external to your organisation, to challenge preconceptions and develop diverse new perspectives.

To support a reflective learning environment where you can make sense of and integrate your experiences to develop more advanced leadership behaviours.

To inspire and support the formation of a national network of high performing emerging leaders within psychiatry who continue to collaborate and develop through our alumni network.

For organisations to invest in local talent, promote medical engagement, and learn how to nurture the next cohort of medical leaders within their organisation.

**To secure the best outcomes for people with mental illness, learning difficulties and developmental disorders by promoting excellent mental health services.**

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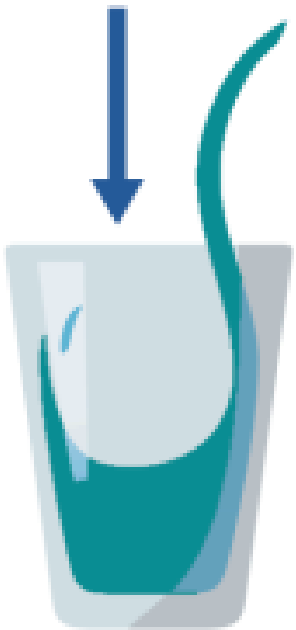
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# RCPsych LMFS- The theory that underpins our structure

- Leadership development- Horizontal and Vertical Leadership (Petrie, 2014)



## Horizontal development

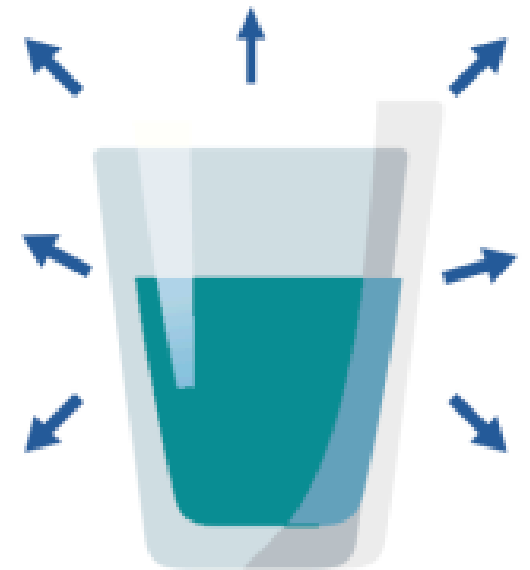
Gaining knowledge and skills- tools and techniques to lead your project

‘What’ you know

## Vertical development

Experiential learning (through your projects)- how to think, feel and engage with leading change

‘How’ you do it

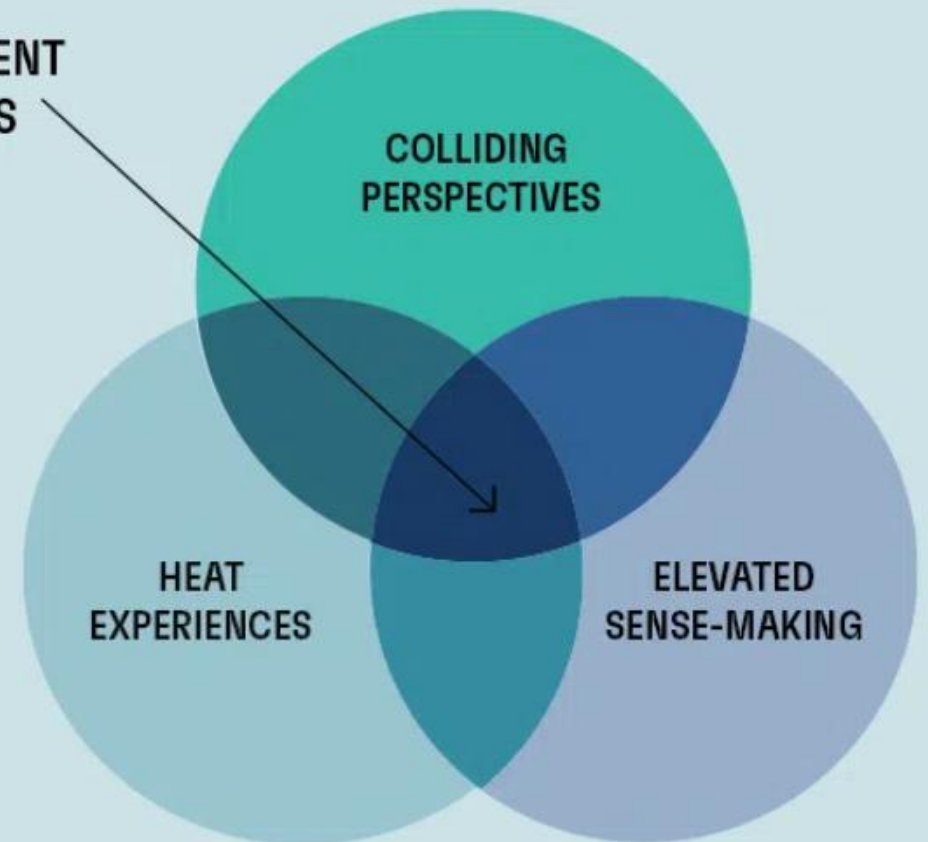


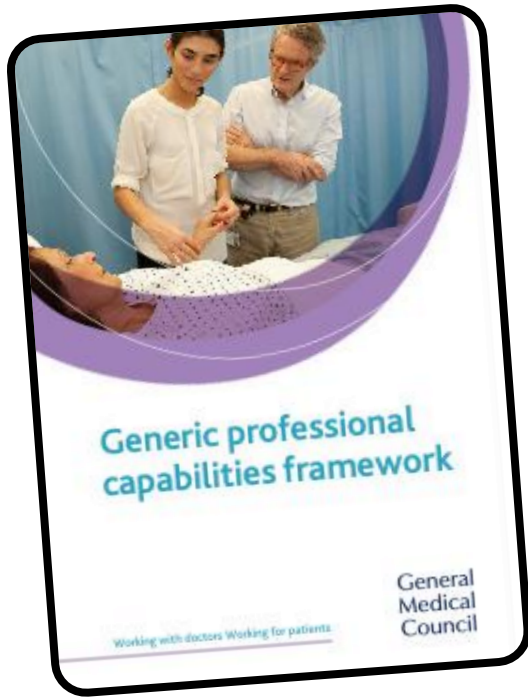
# RCPsych LMFS- The theory that underpins our structure

3 CONDITIONS THAT CATALYZE

## Vertical Development

WHERE  
DEVELOPMENT  
HAPPENS





General  
Medical  
Council



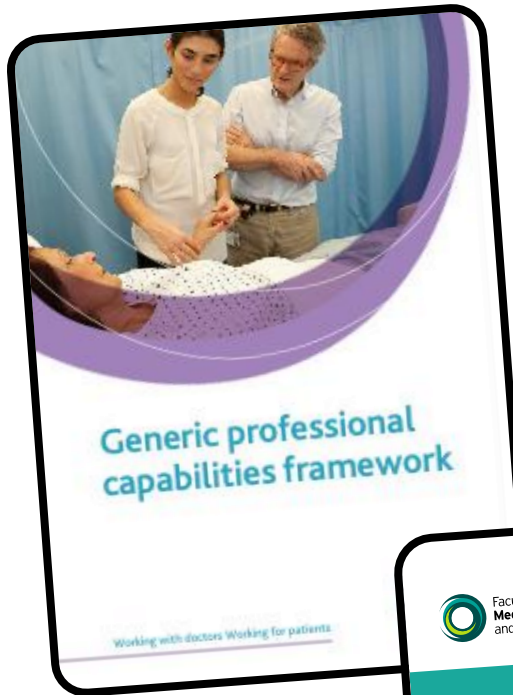
## Domain 5: Capabilities in leadership and team working

Doctors in training must demonstrate that they can lead and work effectively in teams.



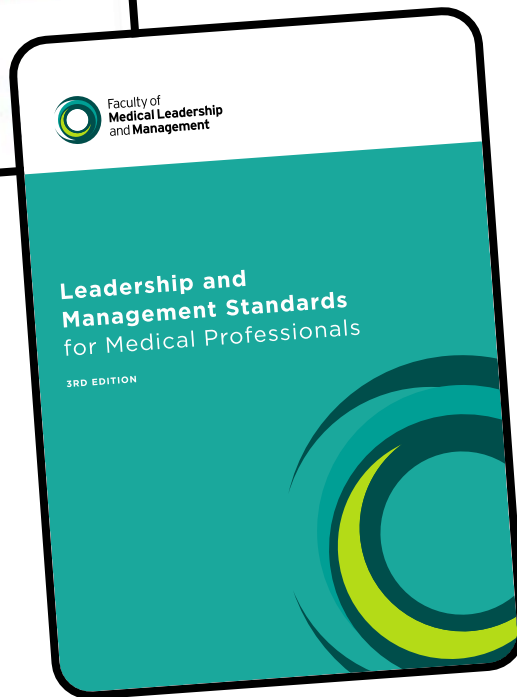


Faculty of  
**Medical Leadership  
and Management**



## Domain 5: Capabilities in leadership and team working

Doctors in training must demonstrate that they can lead and work effectively in teams.



## Four domains: Self, Team, Organisation, System

Emphasises the impact that individual values and behaviours have on teams, organisations and systems within healthcare



SELF



TEAM PLAYER/TEAM  
LEADER



ORGANISATIONAL  
RESPONSIBILITY



SYSTEM LEADERSHIP

# Aligned & accredited with FMLM



SELF



TEAM PLAYER/TEAM  
LEADER



ORGANISATIONAL  
RESPONSIBILITY



SYSTEM LEADERSHIP

**Leadership and Management  
Standards for Medical Professionals**



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and Management**

# Exclusive Benefits

Complementary FMLM membership  
*(need to sign up & let us know)*

Complementary access to an FMLM 360

Discounted FMLM Associate Fellowship application



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and Management**



JOIN NOW

LOGIN

Join Members Fellowship Education & CPD News & Opinion BMJ Leader Research Clinical Fellow Schemes FMLM Applied

## BECOME A FELLOW

Certification from FMLM validates your leadership knowledge

**FMLM is the professional home for medical leadership in the UK.**

We support our members to become better medical leaders.

[Find out more >](#)

We support teams and organisations to achieve better patient outcomes and a happier clinical workforce.

[Find out more >](#)

We work to professionalise medical leadership and management through standards and certification.











[Find out more >](#)



# How we will achieve it...



# National Training Programme

1	9 Sept 2025	The RCPsych Leadership and Management Fellow Scheme	 Cross-Cutting
2	17 Sept 2025	Authentic leadership: Learning your own leadership style	 Self
3	3 Oct 2025	My project and me	 Cross-Cutting
4	6 Nov 2025	Conscious leadership: working with the uncounscious in us, teams, and organisations	 Team
5	4 Dec 2025	Politics, Power and Persuasion (Part 1)	 Organisation
6	16 Jan 2026	Politics, Power and Persuasion (Part 2)	 Cross-Cutting
7	10 Feb 2026	Clinical informatics & digital leadership	 Cross-Cutting
8	11 Mar 2026	Inclusive leadership: leading effective teams	 Team
9	29 Apr 2026	Connection across the system	 System
10	5 Jun 2026	A celebration: from then, to now, to next	 Cross-Cutting



# Module Structure

**Action Learning Sets or Project Support**

**Learning from leaders**

**Leadership theory burst**

**Leadership behaviour and skill development**

**Evaluation and reflections**



## Action Learning Sets

Alumni-led action learning sets occur throughout the scheme with approximately 5-6 fellows in each set





## Local Projects

Fellows must take a leading role and can join larger existing projects or have smaller projects of their own

Projects must be agreed collaboratively and be of strategic or operational significance

Projects may not progress as planned – this remains a valuable opportunity and they should be supported to find an alternative



# Project Support

Project support is provided centrally through a dedicated 'My Project and Me' module alongside additional 'booster' sessions throughout the programme

Individual project supervision is primarily provided locally however, and can be delegated if suitable to colleagues





## Local Mentoring

Local mentoring is a key element of the scheme and should occur at least bi-monthly

The focus of the relationship alongside their project should be:

- Assuring psychological safety
- Promoting stretch opportunities
- Maximising organisational engagement
- Mutually reflecting on leadership styles
- Proactively exploring career development

# Assessment Process

# Attendance

100% of the national training programme across F2F and online modules

Sessions cannot be recorded

Plan in advance

# FMLM Self-Assessment I

Must be completed and submitted by 17:00 on 4 Sept 2025

.... Congratulations(!)

# FMLM 360

Must include your RCPsych LMFS Mentor

Can include clinical and non-clinical colleagues encountered both through your role as a fellow and usual clinical practice

Must be completed and submitted to [lmfs@rcpsych.ac.uk](mailto:lmfs@rcpsych.ac.uk) by 13 March 2026 (~6 months into the scheme)



# Leadership DONCS

Must be completed by your RCPsych LMFS Mentor

Specific leadership DONCS guidance available from:

Till, A., Sen, R., & Crimlisk, H. (2021). [Psychiatric leadership development in postgraduate medical education and training](#). BJPsych Bulletin, 1-8. doi:10.1192/bjb.2021.32

Must be completed and submitted to [lmfs@rcpsych.ac.uk](mailto:lmfs@rcpsych.ac.uk)  
by 17.00 on 20 April 2026

# RCPsych LMFS Reflection

Open in Spring.

Must be completed and submitted by 17.00 on 20 April 2026.

*N.B. Start it early! It maps onto FMLM Associate Fellowship application and will take time and thought to complete.*

# FMLM Self-Assessment II

Open in Spring.

Must be completed and submitted by 17:00 on 20 April 2026.

# Poster

A summary of your project, to be displayed at module 10.

Must be completed and submitted by 17:00 on 8 May 2026.

# In summary

The following are **ALL MANDATORY** requirements:

1. Attendance
2. FMLM Self-Assessment I (4 Sept 2025)
3. FMLM 360 (13 March 2026)
4. Leadership DONCS (17:00 on 20 April 2026)
5. RCPsych LMFS Reflection (17:00 on 20 April 2026)
6. FMLM Self-Assessment II (17:00 on 20 April 2026)
7. Poster summary (17:00 on 8 May 2026)

You will not receive your certificate and successfully complete the scheme if these deadlines are missed.

# In summary

The following are **ALL MANDATORY** requirements:

1. Attendance
2. FMLM Self-Assessment I (17:00 on 3 Sept 2024)
3. FMLM 360 (11 March 2025)
4. Leadership DONCS (17:00 on 9 May 2025)
5. RCPsych LMFs Reflection (17:00 on 9 May 2025)
6. FMLM Self-Assessment II (17:00 on 9 May 2025)

**Project progression is  
not an assessed criteria**

You will not receive your certificate and successfully complete the scheme if these deadlines are missed.



# Rules of engagement...

**Be 10% Braver**

**Engage & Stay Connected**

**Have fun!**



# Questions Reflections Feedback

WhatsApp

Twitter #LMFS25

# #LMFS 25 Cohort 7

WhatsApp group

