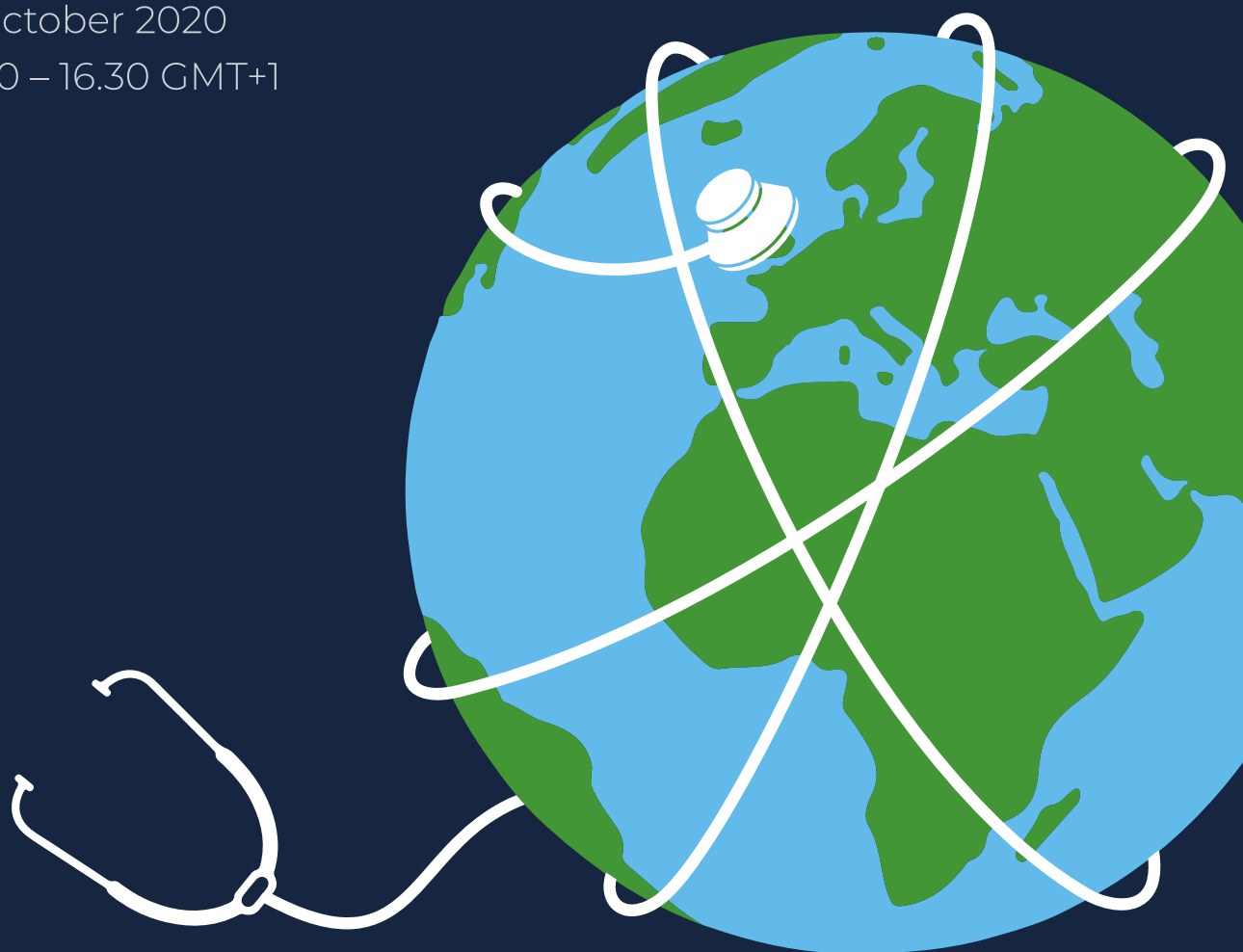


The Faculty of Surgical Trainers Conference 2020

Communication, Communication, Communication.

📅 16 October 2020

🕒 14.00 – 16.30 GMT+1



THE ROYAL
COLLEGE OF
SURGEONS
OF EDINBURGH



CHAPMAN & CO.
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Conference Programme		
13:55 – 14:05	Participants Enter	
14:05 – 14:08	Welcome	Professor Mike Griffin, President of RCSEd
14:08 – 14:10	Introduction to conference	Mr David O'Regan
14:10 – 14:14	Housekeeping & Set the Scene	Mike Budden
14:15 – 14:30	Surgeons – Team leaders and the importance of communication Learning points: <ul style="list-style-type: none"> • A culture based on Truly Human leadership in a hospital • Committed to working on self, to applying human leadership for those in her span of care. • Improving clinical governance, one conversation at a time 	Dr Anita Parbhoo
14:30 – 14:45	Effective communication for you and the team Learning points: <ul style="list-style-type: none"> • Communication begins at the briefing and empowering the team • Don't assume that what you have said or communicated is understood by the receiver(s) 	Professor Peter Brennan
14:45 – 15:00	Letting go and trusting your students, using parallels from fight aviation Learning points: <ul style="list-style-type: none"> • Growth mindset drives technical excellence • Developing a growth mindset is a process and skill 	Mr Phil Bayman
15:00 – 15:15	Learning from novices in the fire and rescue service Learning points: <ul style="list-style-type: none"> • Learning at work is not limited to knowledge which flows down the hierarchy from senior to junior staff • It is possible to learn from novices • This has implications for the way work and workplaces should be designed 	Professor Irena Grugulis
15:15 – 15:30	Communication and culture in healthcare Learning points: <ul style="list-style-type: none"> • Connecting to a true purpose – serving with humility • Empathetic listening – the key to meaningful relationships • Creating an endearing (nurturing) culture – through the way we show up, and bridge divides 	Dr Keith Cloete
15:30 – 15:55	Truly Human Leadership in Healthcare	Bob Chapman
15:55 – 16:25	Panel Discussion	All
16:25 – 16:30	Closing remarks	Mr David O'Regan

Notes:

We will be making the format of the conference as relaxed and participative as possible. In many ways we will miss the human connection and, in another way, what an incredible opportunity to host a global conference, connecting you to others from all over the world.

Zoom Webinar:

- i. Please use the **chat function** and share with “panellists and everyone” any insights, thoughts, words of inspiration with the conference.
- i. Please use the **Q&A function** to submit questions you may have for any of the speakers, as we will have opportunity to engage with some of these during the panel discussion.
- ii. Only panellists will be on video and have audio. You do not have to dress up for the occasion.

Mentimeter:

- i. Mentimeter is a way for us to all participate and have our “voice” heard.
- ii. You can access this by using your smartphone or another web-browser on your computer (if you use this, you’ll need to toggle between Zoom and Menti).
- iii. In your web-browser enter www.menti.com.
- iv. We will provide a code for you to enter Menti at the start of the conference.
- v. This is a fun way to get to hear our collective thoughts and views on questions the panel will put to us. Please be prepared to join in with your voice.

Comperes



Mr David O'Regan @DavidLukan is the Director of the Faculty of Surgical Trainers. Following graduation from Southampton University in 1985, David embarked upon a general surgical career as an SHO in Bath and registrar in Oxford. He changed career to Cardiac surgery in 1992 and got a numbered post on the Brompton rotation in 1993. His MD research was done at the Thrombosis Research Institute. He has

been a practicing Consultant Cardiac Surgeon since 2001. A change in clinical practice resulted in significant operational / clinical benefits and formed the basis of his MBA thesis 'Why can't dinosaurs boogie?'- awarded with distinction in 2005. As President of ASiT in 1999, he established, and continues to run, the Silver Scalpel Award to identify the best surgical trainer of the land. He was a regional advisor for the college from 2012 – 2017. He has run internationally acclaimed training courses in cardiac surgery for twenty years. He has published research into low fidelity training of basic skills and established the Black Belt Academy of Surgical Skills (www.BBASS.org) that is now delivering online teaching. He was appointed Deputy Director of FST in 2016 and Director in 2018.



Mike Budden is a Partner of Chapman & Co. and the Managing Director in South Africa. With extensive experience spanning three decades of partnering companies on their cultural transformation journeys, supporting leaders in their own evolution and helping foster more cohesive and aligned teams within challenging environments. Mike is passionate about helping companies and their people thrive

through being a trusted pioneer in finding new ways of being. His ability to create safe, trusting spaces for leaders to explore deeply within themselves is well recognized and he helps them develop a greater consciousness of what it takes to lead in an ever changing and challenging world. Mike has partnered with companies globally across many industries ranging from financial institutions, healthcare, construction, project engineering, manufacturing and bottling companies.

Speakers



Dr Anita Parbhoo is a Medical Manager at the iconic Red Cross War Memorial Children's Hospital in Cape Town, South Africa. While being especially interested in child health, she is passionate about organisational culture, staff morale and finding innovative ways of working to promote synergy in the workplace while ensuring the highest quality patient care. She's also a mother of two, a flamenco dancer and a green belt in karate.



Mr Phil Bayman - Phil is an award-winning former RAF Fighter Pilot who now works across an array of sectors to embed Human-Performance and 'fighter pilot mentality' into technical training programmes for critical-node people such as surgeons. With extensive air combat experience, he moved to an instructional role at the RAF's premier training facility for combat pilots. In this role Phil was instrumental in a

strategic shift to introduce performance-coaching into pilot-training, moving from a 'teacher-centric' to 'learner-centric' approach. He now works with an Edinburgh-based Human-Factors technology company developing novel and engaging ways to enhance performance, productivity and safety across many sectors.



Professor Irena Grugulis is the Professor of Work and Skills at Leeds University Business School. Her research focuses on learning and skills and the way various workplace systems encourage or limit these. She is an ESRC/AIM Fellow, an Academic Fellow of the CIPD and an Associate Fellow of SKOPE (Oxford). Her research has been funded by the ESRC, EPSRC and EU. She has been involved in policy work, including

membership of the academic expert panel of the UKCES. She served for seven years as Editor and Joint Editor in Chief of Work, Employment and Society (CABS 4).



Professor Peter Brennan is a Consultant Oral and Maxillofacial Surgeon in Portsmouth, UK with a personal chair in Surgery in recognition of his research and education profile. He has published extensively on human factors (HF) and patient safety. His extensive HF work and unique collaborations with airline pilots, air traffic services and others has resulted in many changes to practice, better team working, reducing hierarchy and patient

safety improvements across medical specialties. He works with national organisations including the Royal Colleges of Surgeons, General Medical Council and HEE to help drive up safety and better working experiences.



Dr Keith Cloete was appointed as Head of Health for the Western Cape Government on 1 April 2020 and has extensive experience of working in the public health sector in many different capacities over the past 26 years. He is a qualified medical doctor and has worked as a medical officer at various health facilities in the Western Cape Government: Health and as a Chief Medical Officer in Public Health Programmes in the

Cape Metro Region. He is a founding member of Western Cape Reference Group for Health Promoting Schools and is involved in numerous inter-sectorial initiatives which address a wide range of issues affecting the health of communities, including hygiene and sanitation projects in various informal settlement communities. Since 2017 he has been closely involved with the Whole of Society Approach (WoSA) on behalf of the Western Cape Government: Health, a multi-sectoral approach across the Provincial Departments for collaborative action across all spheres of government and sectors, guided by a shared purpose to impact meaningfully on the lives of citizens. He has been involved in a range of leadership interventions towards a more resilient and people-centred Department, as part of a collective learning journey.



Bob Chapman, CEO of Barry-Wehmiller and co-author of the bestselling book; *'Everybody Matters – the extraordinary power of caring for your people like family'*. His message is changing the way people think and is building a #betterworld through #trulyhumanleadership and solutions that believe #EverybodyMatters. He is in high demand on the TED circuit, cited as the mentor to Simon Sinek and by the President Bush Foundation.