

# Feedback and assessment

19 June 2023 in Luzern

## Learning objectives

- Describe best practice in giving effective feedback
- Use an effective feedback model
- Support your trainee to accept and act upon constructive feedback
- Provide an opportunity to practise giving feedback
- Identify appropriate performance assessment methods
- Provide an opportunity to practise assessment methods
- Identify opportunities to use performance assessments in the workplace
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## Program

- Introduction
- Analysing feedback
- Giving constructive feedback
- Models of feedback
- Acting upon feedback
- Principles of assessment
- Assessment in the workplace
- Practising using a range of performance assessment methods
- Identifying opportunities for performance assessment in the workplace
- Close

# Supporting the underperforming trainee

20 June 2023 in Luzern

## Learning objectives

- identify the underperforming trainee
- recognise the potential causes of underperformance
- recognise the role of effective feedback
- use a range of effective feedback models
- identify appropriate evidence when dealing with underperformance issues
- use a diagnostic tool to identify options for dealing with underperformance
- develop strategies for supporting underperforming trainees

## Program

- how to identify an underperforming trainee
- what are the causes of trainee underperformance?
- using effective feedback models
- identifying and using appropriate evidence when dealing with issues of underperformance
- using a diagnostic tool to support trainers when dealing with underperforming trainees
- developing strategies to support underperforming trainees

# Basic leadership skills

21 June 2023 in Luzern

## Learning objectives

- define the nature and purpose of leadership
- recognise the differences between management and leadership
- describe the challenges of a leadership role
- identify effective skills for maximising leadership opportunities
- describe alternative styles of leadership
- identify effective leadership strategies for yourself
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## Program

- registration and refreshments
- welcome and introductions
- the nature and purpose of leadership
- identifying the difference between management and leadership
- developing yourself as a leader
- seeking and responding to feedback on leadership skills
- leadership, rewards, challenges and coping with the challenges
- strategies for becoming an effective leader

# Advanced leadership for doctors

22 June – 23 June 2023 in Luzern

## Learning objectives

- define the nature and purpose of leadership
- recognise the role of clinical leadership
- describe ways of ensuring an effective clinical team
- identify your role within a team and the role of others
- identify strategies for effective team leadership
- analyse team motivation factors
- recognise the link between power bases and leadership approaches
- describe reasons why people resist change
- recognise the 'human dimension' of change
- Consider a model for managing change
- develop strategies for leading and managing organisational change
- create a personal leadership development plan

## Program day one

- registration and refreshments
- welcome and introductions
- the role of clinical leadership
- ensuring an effective clinical team
- strategies for effective team leadership
- Belbin team roles and how roles impact on each other
- motivating factors that can impact on teams
- creating a team leadership plan

## Program day two

- clinical leadership
- exploring why people might resist change and how to overcome this
- understanding the relationship between power bases and leadership approaches
- considering the human dimension of change and how your leadership decisions impact on others
- organisational change and change management – exploration of models for change
- leadership case studies
- personal leadership development plan



# Workshops times

**Registration:** 9.00

**Workshop starts:** 9.30

**Workshop finish:** 16:30

## Venues and registration

Venue of the face-to-face workshops in English: Luzerner Kantonsspital

Venue of the face-to-face workshops in German: Luzerner Kantonsspital and Kantonsspital Winterthur

Venue of the face-to-face workshops in French: Réseau Hospitalier Neuchâtelois

### Workshops in Luzern and Online Workshops

Für weitere Informationen: [rcp@luks.ch](mailto:rcp@luks.ch)

Tel. 0041 41 205 67 87

Adresse: Rahel Zanner, Luzerner Kantonsspital, 6000 Luzern 16

### Workshops in Winterthur

Für weitere Informationen: [registration@medworld.ch](mailto:registration@medworld.ch)

Tel. 0041 41 748 23 00

Adresse: Céline Kläfiger, Medworld, Sennweidstrasse 46, 6312 Steinhausen

### Summer School in Falera

Auskünfte: [summerschool@siwf.ch](mailto:summerschool@siwf.ch)

Tel. 0041 31 503 06 15

Adresse: SIWF, Postfach, 3000 Bern 16

### Workshops in Neuchâtel

Für weitere Informationen: [yolande.aeby@rhne.ch](mailto:yolande.aeby@rhne.ch)

Tel. 0041 32 713 33 29

Adresse: Madame Yolande Aeby, Réseau Hospitalier Neuchâtelois – Site de Pourtalès

### Registration

Registration of all courses via SIWF Homepage:

<https://www.siwf.ch/siwf-projekte/cbme/teach-the-teachers.cfm>

The deadline for registration is:

30 January 2023 for the March workshops

1 May 2023 for the June workshops

25 September 2023 for the November workshops



# Workshops fee

>170.- for the half-day online workshops

> 320.- Fr. for the one-day online workshops

> 420.- Fr. for the one-day face-to-face workshops

> 670.- Fr. for the two-day face-to-face workshop

The SIWF/ISFM will provide additional sponsoring for the workshops.

Dinner on evening one of the 2-day workshop is sponsored by the SIWF/ISFM

## **Cancellation policy:**

The registration is binding. For cancellation of a course up to one month before the commencement of the workshop a processing fee of CHF 50.- will be charged. Afterwards, or in case of no-show the course fee will not be refunded.

## **Information on online workshop:**

Online workshops will be delivered in real time by the teaching faculty from the Royal College of Physicians and is designed to replicate the teaching experience from our popular face-to-face courses. Student numbers are limited to allow for an interactive learning environment and we expect these workshops to be very popular. Please book now to avoid disappointment.