Training courses

Making prevention work in practice
Leading preventive periodontal healthcare and treatment in practice
Contract essentials – understanding the context of your contract
Working together to future proof your business
Personal and team development
Confident dental leader programme
Developing Dental Leadership: Making prevention work in practice

Train the trainer course
The need for greater awareness and capability in preventive activity by clinical teams was supported by the production of Delivering Better Oral Health. In response to this need PCC, with Public Health England colleagues, has developed a course that aims to train dental care professionals in practice-based prevention and the application of fluoride varnish.

This one day “Train the Trainer” course aims to enable dental care professionals to deliver the ‘Making prevention work in practice’ course locally, which will provide additional skills to dental nurses in the provision of appropriate preventive advice and application of topical fluoride varnish as defined in the GDC scope of practice. Greater use of skill mix in the preventive elements means that time spent previously on this type of intervention can be used to see and treat future patients and increase access to dentistry. The use of dental nurses to complete such actions also means that the more expensive clinical resources are better deployed providing the services that only they are able to do.

This course is aimed at dental care professionals who wish to extend their role into dental leadership including the training of dental nurses and is delivered by experienced professionals from the dental field. It is very different from other courses as it gives as much emphasis to providing appropriate preventive advice as it does to applying fluoride varnish. It develops the competence of the trainer and their understanding of the importance of self-care and the shift in emphasis that is necessary for improved outcomes. Successful completion of the training will provide a licence to train dental nurses for a period of one year.

Training dental nurses
The successful trainers will then need to apply to PCC for a licence for each nurse that will be attending their course. The licence will provide all the necessary literature required. The local course will provide nurses with the knowledge skills and confidence to be able to give preventive advice and apply fluoride varnish to dental patients, in general practice under the prescription of a general dental practitioner. The training includes 4 taught sessions as well as the chance to practice their learning over a period of time where they are observed and receive feedback and support from their clinical supervisors and mentors. Once all the training has been completed, they will need to pass an independent assessment to show that they are fully competent to undertake the additional duties.
# Making Prevention Work in Practice – Train the Trainer

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<thead>
<tr>
<th>Time</th>
<th>Activity</th>
<th>Instructor</th>
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<tbody>
<tr>
<td>9.00</td>
<td>Arrival and registration – refreshments available</td>
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<tr>
<td>9.30</td>
<td>Introduction and aims of the train the trainer courses</td>
<td>Course tutors</td>
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<td>9.45</td>
<td>Overview &amp; principles of the ‘Making work in practice course’ (MPWiP)</td>
<td>Course tutors</td>
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<tr>
<td>10.15</td>
<td>Prevention in context</td>
<td>Course tutors</td>
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<td>10.45</td>
<td>Refreshment break</td>
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<td>11.00</td>
<td>Training the trainer – what is the theory and practice</td>
<td>Course tutors</td>
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<td>11.15</td>
<td>Presentation by delegates of fluoride varnish – theory and practice lecture</td>
<td>Delegates</td>
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<td><em>Direct observation for assessment of delegates</em></td>
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<tr>
<td>12.15</td>
<td>Running the MPWiP course</td>
<td>Course tutors</td>
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<td>Tools to help</td>
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<td></td>
<td>• Trainer’s manual content</td>
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<td></td>
<td>• Student’s manual content</td>
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<td></td>
<td>• Promotional aids</td>
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<td></td>
<td>• Running practical sessions</td>
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<tr>
<td>12.30</td>
<td>General questions</td>
<td>All</td>
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<tr>
<td>12.45</td>
<td>Lunch</td>
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<tr>
<td>13.45</td>
<td>Presentation by delegates of communicating preventive messages</td>
<td>Delegates</td>
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<td></td>
<td><em>Direct observation for assessment of delegates</em></td>
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<tr>
<td>14.45</td>
<td>Support during practice based experience</td>
<td>Course tutors</td>
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<tr>
<td>15.00</td>
<td>Running assessments – the principles, process and outcomes</td>
<td>Course tutors</td>
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<td>PCC support and costings</td>
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<tr>
<td>15.30</td>
<td>Refreshment break</td>
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<tr>
<td>15.45</td>
<td>Presentation by delegates of case scenarios</td>
<td>Delegates</td>
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<td></td>
<td><em>Direct observation for assessment of delegates</em></td>
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<td>16.45</td>
<td>Assessment feedback to delegates</td>
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<td>17.00</td>
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Course Feedback

Feedback from practice owners who have delivered training and seen benefits in practice:

“Dentists, nurses and the whole practice team have benefited from the new skills that have been brought in. We have really come together as a unit in the practice. To make changes in skill mix, everyone in the practice needs to be on board. We’ve found that dental nurses absolutely love seeing patients, and I actually think that they can get better results – children and their patients find it easy to connect with them”

“By having the right skill mix, dentists and nurses are both working more cost effectively because they are making best use of their skills”

Feedback from nurses who have completed the training:

“The folder was clear and concise to work through, I liked that we could write our own notes in the folders”

“Sessions were broken down into manageable sections not to overload us. The smaller groups we were able to work in for our sessions of the delivery of the course worked well”

“I thoroughly enjoyed the delivery and training aspects of the course. It was really helpful to have support from managers and my colleagues. In an ideal world it would have been helpful to have had the assessment closer to the time the course was delivered but I know that there are limitations”

“Getting to be more involved in working directly with patients has been the best thing about doing this”

“The course was fantastic and very enlightening. It will be invaluable for my future career. The course was managed in a highly professional but caring manner. I thought that the tutor was incredibly supportive!”

“The fluoride course provided by PCC helped me to become more confident to educate patients with all the evidence based proof that fluoride works.

The course was very consistent and easy flowing to follow and I found it very interesting. This course has made me more determined to progress as a DCP and encourage prevention and oral hygiene in my clinics as I feel very confident in delivering oral hygiene and applying fluoride varnish.

I would highly recommend this course.”

www.pcc-cic.org.uk developingdentalleadership@pcc.nhs.uk
Feedback from other trainers that have delivered the training course to nurses:

“During my time as a trainer I have being overwhelmed with the efforts that some of these teams have gone too in a bid to try and implement a preventive approach within their practices, and with successful completion of the course some of the nurses are now running nurse lead clinics. I have also seen the diversity of our nurses and have had the pleasure of encouraging a couple of them to pursue further education and career development options.

With the future implementation of a preventive focused NHS contract on the horizon I feel now more so than ever we should be looking at ways in which we can all adopt a multi-disciplinary approach to prevention in the practice setting. It is of paramount importance that we all work together and use every member of the dental team to try and improve the dental health of the nation not only in a bid to reduce DMFT but to improve general health outcomes also. The PCC MPWIP course provides an accredited and very accessible means for this to happen.”

PCC fees

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<tbody>
<tr>
<td>1 day training course for dental care</td>
<td>£295 per delegate (excluding VAT)</td>
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<tr>
<td>professionals to become “Making Prevention Work in Practice” trainers</td>
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<tr>
<td>Access to student training material - per</td>
<td>Student manuals £125 per manual (excluding VAT)</td>
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<tr>
<td>nurse to be trained</td>
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<tr>
<td>Independent assessment of nurses – per</td>
<td>Costs will vary depending on number of nurses trained, the location of training</td>
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<td>assessor / per day</td>
<td>course and number of assessors required.</td>
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<td></td>
<td>Maximum of 8 nurses per assessor per day.</td>
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<td></td>
<td>Costs range from £300 - £500 per day per assessor. Arrangements made via PCC</td>
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<td>liaison support.</td>
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Developing Dental Leadership: Leading preventive periodontal healthcare and treatment in your practice

Would you like your primary dental care team to meet high standards of periodontal care, influence behaviour change of patients and fulfil their medico-legal and GDC professional standards? Clinical leaders need the knowledge and confidence to mentor their teams to deliver best practice and improved outcomes for patients.

Based on the Healthy Gums Do Matter toolkit developed by Greater Manchester LDN, this practical kit can be used in a busy practice setting and complements the evidence and advice in Delivering Better Oral Health and influenced the update of 2016 BSP guidance which now reflect the modified bleeding and plaque scores.

A periodontal training and resource kit, supported by PCC, allows practices to understand the periodontal care pathways, how to implement them, increasing patient engagement whilst reducing the risk of complaint from a vexatious patient.

Evidence shows the importance of patient engagement in improving their own oral health, this resource recognises the importance of the patient’s role and that of the clinical team in communicating and motivating the patient to make a change in their behaviour and in understanding their responsibilities in maintaining periodontal health.

The training course:
The training day is delivered by Shazad Saleem the developer of the toolkit. Shazad is an experienced general dental practitioner who has led the implementation of the pathways in practice. Other trainers on the day include PCC team members and experienced dental professionals.

Delegates will receive teaching aids of a training manual which includes the theory as well as the training presentations with attached speaker notes and a USB stick with all the relevant information and training presentations needed to train their own teams.

Learning outcomes
Delegates will:
- Understand the classification of periodontal disease and assessing periodontal risk
- Be aware of patient communication principles and tools to support change behaviour
- Be aware of clinical guides and non-surgical therapy, including a modified plaque and bleeding score methodology
- Understand the new care pathways for periodontal patients
- How to implement the toolkit within practice
- Understand their role as clinical leaders

Fee: The cost to attend the day course is £295+ vat. To book your place please see the website www.pcc-cic.org.uk/events/calendar. Payment must be made via card upon booking.
## Leading preventive periodontal healthcare and treatment in your practice – Agenda

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
<th>Facilitator</th>
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<tbody>
<tr>
<td>9am</td>
<td>Guided reading and preparation</td>
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</table>
| 9.30 – 10.00 | Introduction to the course and aims of the day  
Becoming a dental leader                  |                   |
| 10.00 – 10.15 | Review of periodontal disease                                                               | Main trainer      |
| 10.15 – 11.15 | Risk assessment                                                                              | Main trainer      |
| 11.15 – 11.30 | Patient communication                                                                       | PCC               |
| 11.30 – 11.45 | Refreshments                                                                                |                   |
| 11.45 - 12.30 | How to clinical guides  
Group work                                                   | Main trainer      |
| 12.45 – 13.30 | Lunch                                                                                       |                   |
| 13.30 – 15.15 | Periodontal care pathways and patient journey  
with clinical records                      | Main trainer      |
| 15.15 – 15.30 | Refreshment break                                                                           |                   |
| 15.30 – 16.30 | How to implement in practice  
Next steps – working groups                      | PCC               |
| 16.30 – 16.45 | Results of Healthy Gums Do Matter pilots  
Review of day and close                           | Main trainer      |
An example training slide with speaker note

**Speaker notes:**
The largest impact on outcome of periodontal disease is oral hygiene and plaque control.
Oral hygiene instruction and simple therapy can stabilise approx. two-thirds of diseased sites!

Clinicians need a shift of focus onto prevention education and behaviour change in the early stages of patient pathway.
What trainees have said about the pathway:

“Learning how to treat perio disease more effectively on the NHS”

“Clearly defined pathways to help implement changes to practice. Relevant to general dentistry with consistent and achievable advice.”

I really liked that more focus can be placed on educating the patients with OH. Feels like we can have more time with patients rather than the rush that we have at the minute.

What trainees have said about the training course:

“It was open and interactive and relevant and clear pathways that can be followed and make sense rather than 'here's guidelines you need to do it' attitude. I liked that it makes you think.”

“Interactive, informative, has covered objectives and good support to take back; USB, presentation slides etc.”

“Thank you. Comprehensive, interactive course. Good notes, info and tools to take away afterwards.”

“Well presented. A topic that I can realistically implement into practice.”

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Dental contracting essentials for providers - understanding the context of your contract

The current GDS contract and PDS agreement has now been in place since 2006 but there can still be confusion over what the requirements are under the contract, how new providers can enter the market and how best to work with your commissioners to achieve the outcomes of access to NHS dentistry for patients who require it, provision of a high quality service and to achieve financial stability.

Delegates who attend this workshop will have a better understanding of the regulatory, financial and contractual framework under which NHS dental services are commissioned and provided and the practical implications of these.

Delegates should feel confident in understand what their obligations are under the contract and those of the commissioner including making contract change requests, the impact of contract variations and the implications of not meeting contractual obligations.

Based on our dental contracting essentials course for commissioners, a dentist (LPN representative) who attended this course said about that course it was “well run and informative. Thus should be delivered to all performers/providers”

The training day is a mix of theory, scenarios and open discussion, led by experienced commissioners and providers to ensure all aspects are covered.

**Fee:** The cost to attend the day course is £275+ vat.

To book your place please see the website [www.pcc-cic.org.uk/events/calendar](http://www.pcc-cic.org.uk/events/calendar) or if you have any questions please email [developingdentalleadership@pcc.nhs.uk](mailto:developingdentalleadership@pcc.nhs.uk)
## Dental contracting essentials for providers - understanding the context of your contract

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
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<tbody>
<tr>
<td>12.30</td>
<td>Welcome and aims of the day</td>
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<tr>
<td>12.30</td>
<td><strong>Quiz</strong></td>
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<td></td>
<td>An informal test of delegates’ knowledge of dental contracting knowledge</td>
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<tr>
<td></td>
<td><strong>Overview of commissioning of dental services</strong></td>
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<td>A brief history of the development of NHS dental services. Insight into the current commissioning and provider position including current contract and the dental contract reform programme</td>
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<td><strong>Regulatory framework</strong></td>
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<td>The regulations and the contractual frameworks affecting NHS dental providers</td>
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<td><strong>Contractual framework</strong></td>
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<td>Understand the GDS and PDS contractual arrangements, who can hold contracts and provide dental services</td>
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<tr>
<td>13.45</td>
<td>Refreshment break</td>
</tr>
<tr>
<td>14.00</td>
<td><strong>Finance</strong></td>
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<tr>
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<td>Understand the elements of the overall contract budget and other NHS funding streams</td>
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<td><strong>Contract management and assurance</strong></td>
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<td>An overview of the policies and procedures available to providers and commissioners with the practical implications of contract processes and changes</td>
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<tr>
<td></td>
<td><strong>Quiz</strong></td>
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<td>An informal test to show learning from the day</td>
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<td></td>
<td><strong>Open discussion - final questions from delegates</strong></td>
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<td>17.00</td>
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Working together to future proof your business

There is a growing trend towards the establishment of larger consolidated multi-site practices driven by providers seeking greater efficiency gains and commissioners seeking more cost effective care delivered from community settings to allow better integration of services for the convenience and health gain of patients.

To date, this change has primarily affected general medical service providers who have consequently started the “federation” ball rolling but dentists can enjoy the benefits of collaboration and working at scale too. Federation can produce efficiencies in back office functions such as HR, purchasing and CQC assurance but it may also open up opportunities to work more closely with medical colleagues and provide a seamless system of care for patients.

The government has an ambition for health and social care reform to achieve better health outcomes for its population. The workshop will consider how dental services may be commissioned and provided in the future to meet the aims of the emerging health and social care landscape.

The evening workshop will cover:
• How the Health and Social Care Act 2012 has created more effective and efficient commissioning and services
• How to achieve collaborative working and reap the benefits
• The options and routes to establishing a federation or provider organisation and the pitfalls to avoid.

Dental providers and associates will have the chance to discuss the challenges of working collaboratively but also the opportunity it provides for futureproofing their businesses.

This event is suitable for dental professionals. It may also interest commissioners from NHS England teams to help support dental providers in their region.
## Working together to future proof your business

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<tr>
<th>Time</th>
<th>Session</th>
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<tbody>
<tr>
<td>17.30</td>
<td>Registration, refreshments and networking</td>
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<tr>
<td>18.00</td>
<td>Welcome and introduction</td>
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<tr>
<td>18.05</td>
<td><strong>The changing landscape of Health and social care – the five year forward view</strong>&lt;br&gt;Summary of the impact of the Health and Social care Act 2012 – how this translates into a new way of commissioning and providing services across a bigger footprint in order to deliver a more effective and efficient service. Medical services addressed first but the agenda is open and encompassing creating opportunities for all health care professionals. What could the future look like?</td>
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<tr>
<td>18.45</td>
<td><strong>The value of collaborative working</strong>&lt;br&gt;• What does this mean?&lt;br&gt;• How can this be achieved?&lt;br&gt;• What’s the benefit?&lt;br&gt;• What’s the bigger picture/longer term view?&lt;br&gt;• Example(s) of collaborative working in dentistry?</td>
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<tr>
<td>19.15</td>
<td>Refreshments</td>
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<tr>
<td>19.30</td>
<td><strong>Table top discussion</strong>&lt;br&gt;What are the opportunities, challenges &amp; barriers – how could these be overcome?&lt;br&gt;How can dentists work together and with other health care professionals to deliver holistic care to patients more effectively and efficiently&lt;br&gt;How can dentists widen their remit to deliver care?</td>
</tr>
<tr>
<td>20.00</td>
<td>Feedback</td>
</tr>
<tr>
<td>20.15</td>
<td><strong>Establishing a Federation or provider organisation</strong>&lt;br&gt;• Options&lt;br&gt;• Key issues&lt;br&gt;• GP Federations and provider organisations – the lessons learned&lt;br&gt;• What could be achieved by Dentists</td>
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<tr>
<td>20.45</td>
<td><strong>Question time</strong></td>
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Personal and team development

The challenges facing the NHS

- Resources are tight across all NHS organisations and training may be a low priority. You may have limited training budgets and think you are unable to commit to spending on your team's development.
- NHS provider organisations face challenges establishing leadership and forming effective teams. You need to develop roles, improve the capability of teams and build working relationships within your organisation.
- You need to work with other new organisations. You need to build and manage external relationships, work in networks, make plans and take decisions together.
- Organisations are finding mounting pressure to work effectively together (which means that managing effective meetings, developing relationships, agreeing plans and roles, and becoming more confident decision makers are high priorities).
- New provider groups are forming fast. Getting the organisational form right is the first hurdle. You face tough challenges of leadership, effective governance, organisational culture, corporate identity and purpose, skills mix and operational capability.

Why personal and team development is important

Personal and team development is not a luxury. It is more important than ever at a time of uncertainty and economic difficulty:

- Understanding the factors that make you or your team more or less effective is essential. Approaches such as Myers-Briggs and Belbin can help you to understand these dynamics and identify what you need to change.
- Create a content, motivated and confident team. Reinforce your team's value within your organisation.
- Recognising career development and role satisfaction make it vital for individuals and organisations to develop flexible staff with transferrable skills.
- Facilitation and influencing skills are vital for working in an environment where staff are managing in many directions and having to work, at speed, with new stakeholders and partners.
- Influencing and negotiation skills are central to any organisation faced with the need to respond to business opportunities.

Why choose PCC?

- We can relate our training to your specific organisational requirements or strategic priorities.
- PCC’s understanding of the NHS puts us in a strong position to provide relevant services that address practical problems. Our ability to go beyond theory and theoretical benefits and relate our services to your needs puts us at a significant advantage to generic training companies.

Our courses

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Courses cost £275+vat unless otherwise stated.

**Facilitation skills (level one)**
An introduction to the concept of facilitation, this training day explores the differences between facilitation, training and chairing, and allows delegates to learn and consider some of the key techniques at the facilitator's disposal. The training focusses on maximising benefits from meetings as well as how to be an effective facilitator.

**Facilitation skills (level two)**
An opportunity for delegates to practice and experience their learning in a safe environment.

**Influencing skills**
Influencing is a vital part of communication at work. Learning to make persuasion techniques more successful leads to smarter and more efficient working. The training day looks at how to get what you want, in the most effective way.

**Negotiation**
Learn how to make the best of a skill that we possess naturally and yet rarely use to best effect – negotiation in order to achieve win-win outcomes.

**The leader as coach**
This day long training session works to looks at maximise the potential of your staff in a way that is more effective than training alone and how to best use a coaching style in a leadership role.

This session uses the application of theory and group exercises to allow delegates to explore their own issues and further develop their coaching style in order to get the best out of their line reports and wider teams. The sessions use realistic primary care scenarios to bring the training to life.

Delegates will be better equipped to deal with performance and team issues.

**Successful change agents**
Managing change and resistance to change and getting the best out of teams is the focus for this training and delegates explore the merits of different approaches to implementing change and an understanding of the role and skills of an effective change agent. The session looks at culture and the importance of effective communication. And delegates are encouraged to work on their real-life organisations as part of some exercises.

**SMART primary care**
This session is an interactive half-day workshop focusing on the SMART principles and applying them to scenarios and delegates' own experiences. The session uses group work and discussion to explore what works well and why. This learning is then applied to less effective areas of work to identify improvements.
Coaching
Costs are provided on request.

PCC offers individual coaching sessions. Helen Northall, PCC’s Chief executive and Helen Ellis, who leads the personal and team development programme are both ILM level 7 qualified executive coaches, MBTI (Myers Briggs) practitioners and qualified to deliver Belbin team roles. The coaching sessions focus on outcomes and encourage individuals to be most effective in their current role, work through challenges or identify their next career move.

Myers Briggs
Costs are provided on request.

A team development session scheduled for a time and place to suit you. It gives the opportunity to learn about preference type and the impact different preference types have on others, and how to adapt to and best manage different people and situations.

Myers Briggs personality preference testing allows individuals to consider their working styles and behaviours and the impact these have on others. More than 2 million MBTI personality questionnaires are completed each year.

How it works
The workshop is led by an expert facilitator and qualified Myers Briggs practitioner and is delivered through a combination of presentation, group work and activities.

The team session is fun and interactive and suits all levels and groups. It focuses on the impact we have on one another, the impact of different preferences on team dynamics and the changes we can make to improve performance and satisfaction.

MBTI can be used in managing conflict, decision-making, change management, leadership and team development. The session can be tailored to suit the needs of your organisation.

Delegates receive a simple online questionnaire in advance. The survey takes 20 minutes to complete and can be processed before the workshop, which includes:

- An introduction to the MBTI preferences and tool
- Exploration of profiles, to confirm that delegates understand and agree with their reported type
- Exercises to illustrate the MBTI preferences
- Exercises to consider differences in the team
- Discussion of how to improve team effectiveness by understanding others and learning where adjustments to style could be effective.

Case study
PCC was asked to deliver a team development workshop for an NHS England local office, focusing on stress and change. The session used the MBTI preferences to explore personal working preferences and how these played out in the team, through a combination of theory, individual reflection and group work.
The team gained a greater understanding of some of their challenges, why people behave in the way they do and the impact this has on individual relationships and the team as a whole. The trainer worked with the team to develop a plan to improve working relationships and achieve more effective results for the team.

**Belbin**
Costs are provided on request.

Belbin workshops allow you to explore team roles, starting with the theory and then working through what each team role means and looks like. The trainer spends time working with the group to go through their personal team role profiles before exploring these in group activities and exercises.

The session allows the group to plan how they might work more effectively, using its knowledge of team roles to identify gaps and consider how they might be filled or bridged by allowing people to work to their strengths.

Sessions are delivered in a coaching style and using a combination of theory, group work, exercises and individual reflection. We have an adaptive and flexible style and work with the client to ensure the session best fits the group.

The session focuses on the group’s real work situation, enabling participants to apply the learning straight after the course.

As with MBTI, delegates receive a very brief questionnaire online ad as well as the self-perception assessment, they are encouraged to seek observer feedback from up to six nominated colleagues.

Scheduled dates are available on PCC’s events website: [www.pccevents.co.uk/calendar](http://www.pccevents.co.uk/calendar)

Courses can be tailored to suit your organisational needs and delivered at a time and location to suit you. Please contact carla.custons-cole@pcc.nhs.uk and helen.ellis@pcc.nhs.uk for more details.
Confident dental leader programme

Primary care is changing. Demand is rising and funding for all NHS providers is under pressure. Existing models of care need to change to deliver the services patients need. Workload and other pressures make it difficult to sustain dental businesses in their existing form.

These pressures are also creating opportunities for individuals, practices and organisations prepared to lead change, enabling a fundamental rethink of the way services are provided and the types of businesses needed to meet the challenges of today and tomorrow. Some of this is indicated in the commissioning specialist dental services guides that have been co-produced by the dental profession and NHS England. These guides give a direction of travel which opens up primary dental care to greater opportunity.

Potential answers also lie in scaling up existing organisations to create bigger ones. Federated working allows practices to maintain their own contracts whilst gaining opportunities from wider collaborative working. This can make working with the wider primary care workforce including DCPs, GPs etc, more achievable. Working more closely with specialist providers in both primary care and hospital settings, supporting patients and the public to take more responsibility for their own care can become a reality.

The NHS faces huge challenges and history suggests that waiting for political fixes or imposed solutions are not viable options. Yet there are well-established examples of organisations that have managed the constraints of the system or learnt to work within it successfully. New organisations are emerging and following similar paths, driven by a combination of ambition and necessity.

The common factor in their success is the same in every case: confident leaders with the knowledge, skills, imagination and determination to cut through uncertainty, bureaucracy, traditional thinking and inertia.

NHS leaders have made it clear that the solutions to the problems of the service are in the hands of local leaders. The Five Year Forward View invites local health economies to work out the answers that best meet local requirements. It offers a vision, not a template, for change and sends a clear message that those prepared to take the initiative will be pushing against an open door.

Why this programme?

This programme is for those who wish to take a leadership role in the dental care of tomorrow. You may already be working on local development plans or you may be just starting out, but you will be impatient to keep moving.

The programme brings together groups of like-minded individuals in an environment where you will be able to learn together and share experiences, supported by facilitators.

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and experts who provide context, lead the discussion and answer your questions. It aims to give you the knowledge and confidence to become a leader – or a better leader – and equip you with the resources to push on to the next stage of your development journey.

Who is it for?
New and aspiring leaders in dentistry who are:

- Already performing or aspiring to a clinical, operational or strategic leadership role
- Seeking confidence, knowledge and skills.

Outcomes
Guided by expert topic leads, participants will have knowledge of each of the following areas, and the insight and confidence to allow them to apply this knowledge to real situations.

- The changing NHS landscape
- Ingredients of a successful team
- Business viability and sustainability
- Influencing skills
- Managing change
- Legal and financial requirements
- Requirements for good governance
- Patient and public participation

You will have a unique opportunity to form lasting relationships with fellow delegates as part of a support network that allows learning and development to continue beyond the programme.

How it works
The programme consists of eight half-day sessions over a period of about six months, allowing time between sessions for reflection and further study. Sessions include regular opportunities to review progress and development requirements. Each session combines expert facilitation by experienced practitioners in their field, knowledge-giving, discussion and opportunities to work through scenarios and problems.

Participants stay in the same group throughout the programme, with typical group sizes of between 6 and 12 people.

The application process ensures that participants have similar aims but bring a variety of experience and personal qualities to the programme, enabling you to learn from and support each other.

Learning groups are encouraged to keep in touch with each other between sessions and to maintain relationships after the programme has ended. Each group has its own dedicated space online space, enabling participants to keep their network and form links with other learning groups.

The programme will conclude with a coaching session with one of our expert coaches.

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