

## 2019 Wessex Medical Educators' Forum – Feedback and Takeaways

<u>Selected Feedback</u>	<u>Lessons Learned and Takeaways</u>
<ul style="list-style-type: none"> <li>• A stimulating, thought provoking and interesting conference with lots to take on board and disseminate.</li> <li>• Collegiate, thought provoking and helpful.</li> <li>• It was an excellent meeting.</li> <li>• Excellent speakers – millennial talk by Georgina Burke was very helpful.</li> <li>• Having speakers from business also useful for a different perspective.</li> <li>• The talks on why UK graduates from non-white backgrounds may not achieve– was also useful – made me reflect my own practice and change it with medical students starting this week If you want one word reply – made me 'reflect'.</li> <li>• Good discussions!</li> <li>• Thought-provoking.</li> <li>• Very thought provoking. Lots of themes.</li> </ul>	<ul style="list-style-type: none"> <li>• That we are to blame for the millennials being so 'entitled' and therefore we have to find a way to work with them to make sure that we all get the best out of the experience</li> <li>• Trainees have not been rewired in the last 20/30 years, the pace and pressures of work is more challenging than for trainees 20/30 years ago, and money (the cost of living &amp; debt) is a bigger factor than 20/30 years ago.</li> <li>• Be mindful of race, how can you support others to achieve their potential and not be hindered. There is an excellent leadership resource available free that trainees can access.</li> <li>• Study leave can be carried over more than 1 year. Wessex is a great place to work with innovative reflective thoughtful colleagues.</li> <li>• We must take care of our own.</li> <li>• Listen.</li> <li>• Time to reflect on the way we interact and communicate. Thought stimulating.</li> <li>• How can we make sure BME [Black &amp; Minority Ethnic] trainees reach their potential?</li> <li>• The action points for me were BME differences and to set up a specialty mentoring group. Also what support looks like for Wessex. Lastly the exams workshop was excellent. I felt the conference made me look at a bigger picture again and ways I could improve practice.</li> <li>• EDI – Fatima and the IMG [International Medical Graduate] fellows. We have local data but not in the detail to allow good interpretation e.g. how much of ARCP and other issues is due to the fact more BME fail exams, or is there other big factors locally? Wonderful positive messages for the fellows on projects we are starting which we must hear the outputs of next year.</li> </ul>

<ul style="list-style-type: none"> <li>• Very interesting [attended Wednesday 9<sup>th</sup> January only]</li> <li>• Informative, relevant and very interesting! Really enjoyed the conference this year, thank you.</li> <li>• Left feeling energised and enthusiastic about my educational roles.</li> <li>• Best ever.</li> <li>• Such interesting and thought provoking talks by the speakers from outside Wessex: differential attainment [Katherine Woolf], and the paediatric surgeon [Ross Fisher], and [Megan Reitz]</li> <li>• Refreshingly different from usual meetings and very useful!</li> <li>• Enjoyable, helpful and Educational.</li> <li>• Mindful.</li> <li>• Thought provoking 😊</li> <li>• Thought provoking, discomfiting, interesting and very useful'</li> <li>• Great 2 days with a lot of issues flagged we need as an organisation to work on but done in a way where the work is shown to be starting or a clear direction given.</li> </ul>	<ul style="list-style-type: none"> <li>• Educators are not teachers, they are coaches and facilitators.</li> <li>• I attended day 1 and the predominant theme I took away was the need to look after ourselves and our workforce</li> <li>• Made me aware of my subconscious biases and helped me sit up, listen up and speak up.</li> <li>• We need to change our interaction with Millennials</li> <li>• Learning is hard and takes time, Knowing the person has real impact.</li> <li>• Megan Reitz – speak up and listen up. Found myself reflecting on multiple episodes where harm has been done including to the “bad party” by issues not being aired and discussed early. Made me realise again that no matter what I think of myself I am seen by many as “scary” and titles are a big part of this. We often strive for them but they are a barrier to open comms. I have a loud imposter voice but hopefully use it in a positive way to drive me to learn what I do not know.</li> <li>• Georgina Burke – how many times have we discussed generational impact on behaviours, values, and attitudes? Yet this was really useful. I have watched Simon Sinek video again on what he describes a great generation who have been let down. Watching with my millennial children was an enlightening experience. Remember each generation is just a change in average with a big range.</li> <li>• MyDay – simple and obvious data, but so valuable. We are better in the middle of the day and we as the leaders / seniors need to find the love of our job and be open about it!</li> <li>• Kintsugi- fixing broken pottery with gold to make it more valuable than the original [Ross Fisher]. Do we still chuck out our broken doctors? Being broken and fixed well can make you a better doctor than before as you learn so much of value to you and to others around you. We need to think about those we break slowly over time as well as those where there is a big trigger. How do we prevent as well as support when things happen is key.</li> <li>• I thought the day I attended was absolutely brilliant. Finishing with Ross was pure brilliance. What a way to send us out. We’re all broken but more worthwhile for it. We just need to re-educate politicians and the public what’s possible and to accept that life is fragile and awful and full of suffering. But there can still be gold in it. I thought the IMGs [International Medical Graduates] were utterly inspiring and they’re going to come and be involved with the Southampton day release.</li> </ul>
---	---

- It was the most interesting enjoyable forum I have attended. I think the quality of the speakers and their ability to challenge accepted dogma was the reason.
- Challenging and thought provoking and emphasising that learning is a social endeavour

Stuart's summary was hilarious and I got a real glimpse of what had happened on Wednesday - Wish I could have been there. Megan was an extremely interesting and engaging speaker. I quoted her often in my talk as we were singing off the same hymn sheet. Being able to speak up, but also to empower people to speak to us and know they are listened to, that's such important stuff.

- This was an excellent meeting for me and I have taken away some key points for myself:

**Actions:**

- No cellphones in meetings – be present in the meeting (even upside down on the table!)
- Buy an alarm clock – so the phone is not by the bed
- Look up ISABEL; First Consult; DynaMed Plus
- Explore Ally Training
- Explore Bystander Training
- IMG fellows – i-TAP profiler – only used in primary care to spot trainees at risk – can we use this elsewhere?
- Think about rolling out awareness training for cognitive bias for trainers and trainees
- Megan Reitz – spoke to us about our blindspots for speaking out and listening up
- Speaking out –
  - The Imposter syndrome
  - We abdicate the role to someone else
  - We talk to ourselves – ie we speak in our own language rather than think about how to land a message
- Listening up -
  - Scary titles
  - List of who we listen to
  - Do not disturb signs ie what is our face and demeanour saying
- Think about Mind Time Exercises and performance