



Westwood Coaching
Challenge • Motivate • Inspire



Health Education England



Coaching Support for Training

17th May 2022

Peter Duffell

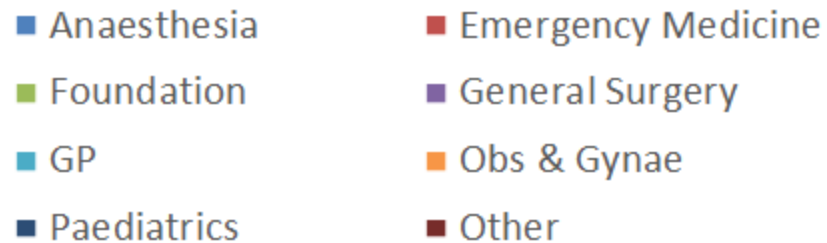
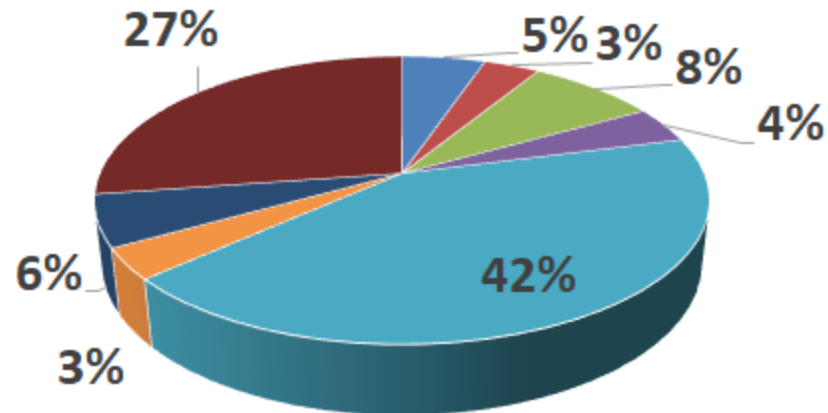
Principal Coach &
Managing Director



Our Experience

- Worked with 450 trainees (since November 2016)
- Broad range of specialisms (medical and dental) at all stages of training
- Diversity and inclusion: Significant number trainees are Overseas Medical Graduates

Current specialisms we are working with in the East Midlands





Meet the Team



Experienced:

- Worked in public and private sector
- Broad range of industries
- Held Senior Leadership positions
- Range of different capabilities (communications etc.)

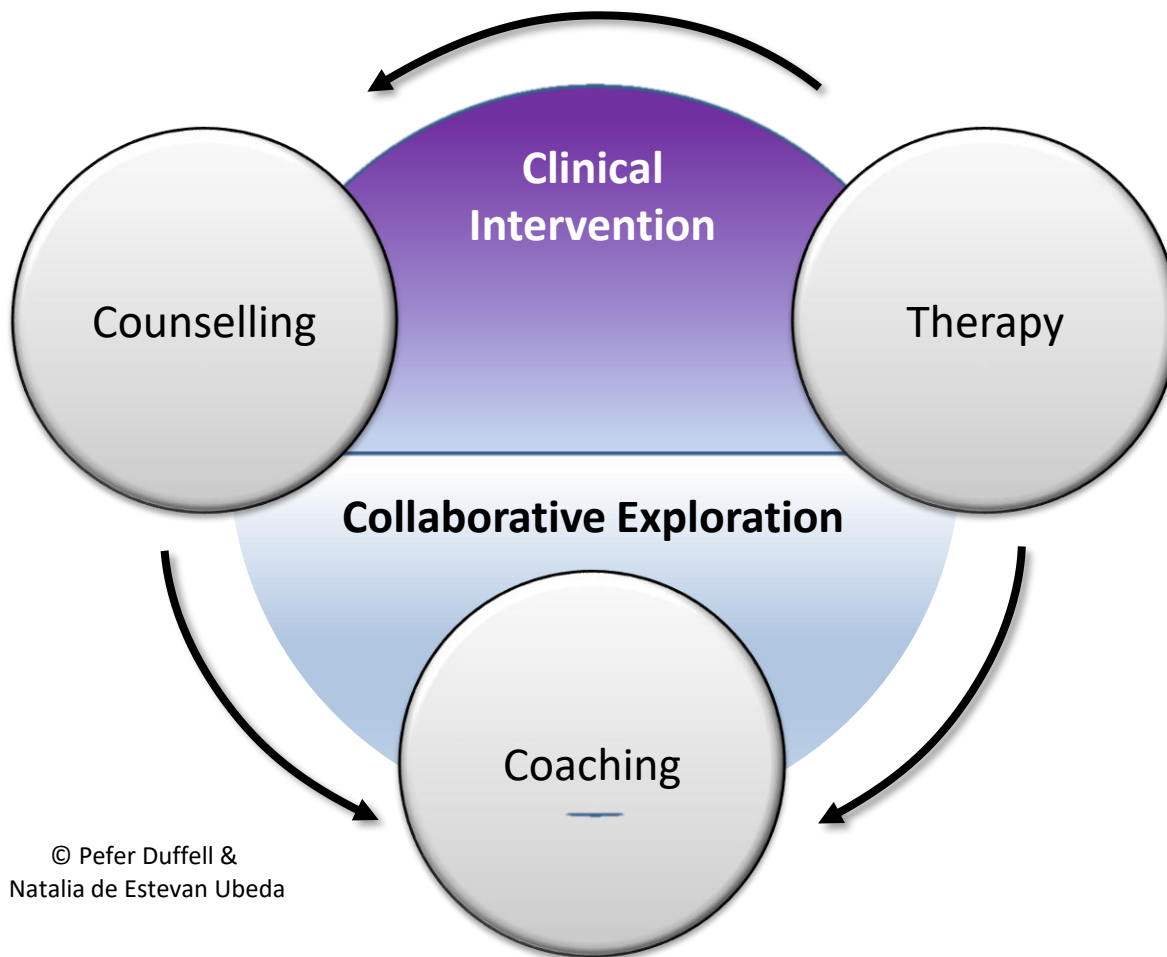
Our Associates:

- MA, ILM 7 or significant coaching experience
- All have NHS coaching experience
- EMCC/ICF
- Supervision



What is Coaching?

Coaching – v – Counselling –v- Therapy



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Natalia de Estevan Ubada

Types of
coaching

Skills

Performance

Developmental

Existential



Our General Capabilities

1:1 Coaching



Training & Facilitation



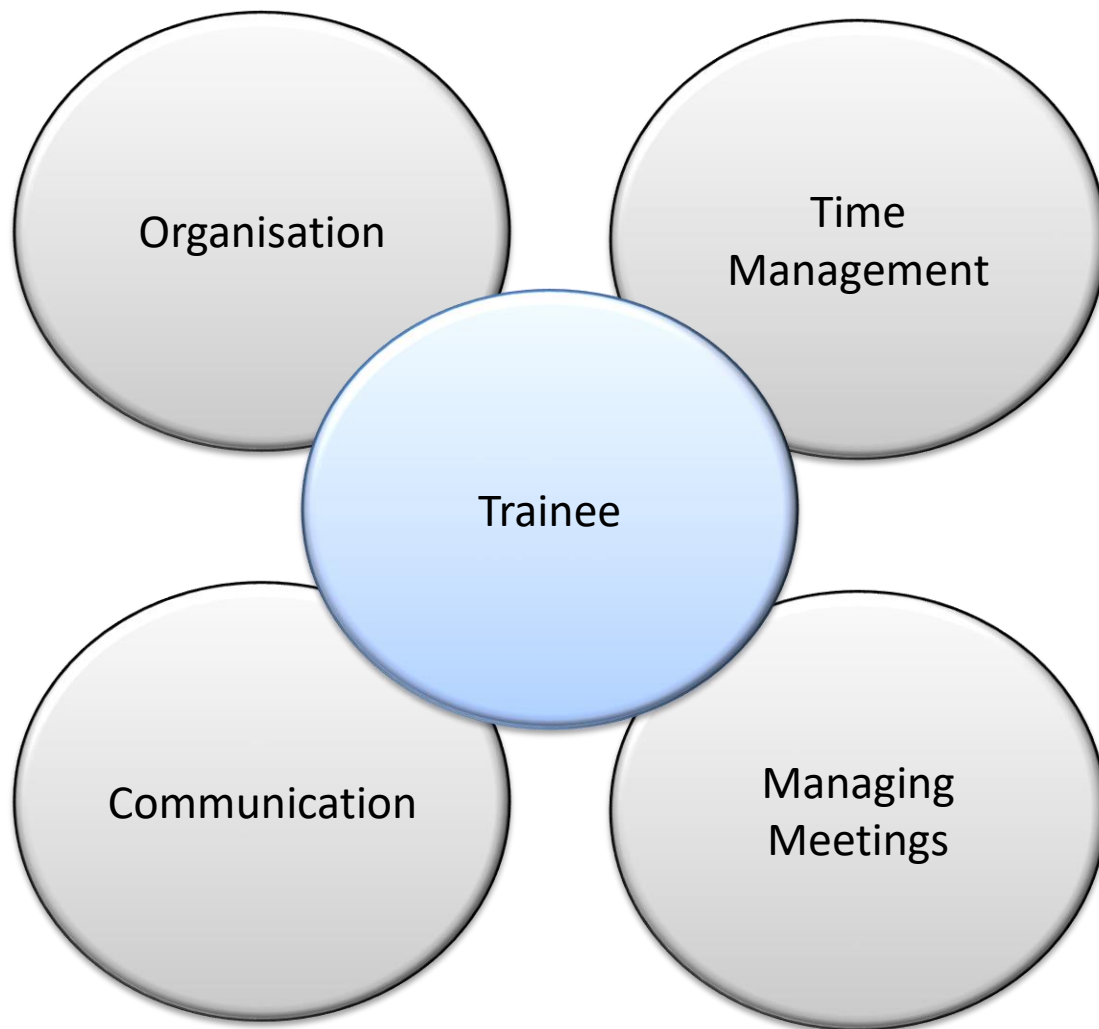
Group Coaching



Coach Supervision



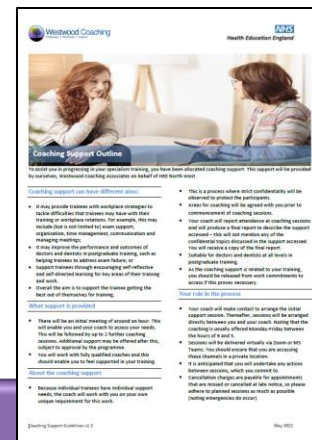
Our Support Offering



Needs may arise for many different reasons:

- Repeated exam failure
- Lack of progress with e-Portfolio
- MSF comments
- ARCP referrals
- Self-referral

This is not an exhaustive list!





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Case Study : Lawrence

Registrar with negative MSF comments Referral: Communication & Teamwork

Junior Doctors (can also apply to Dental trainees)
who work with him do not feel properly supported or
part of the team

Issues:

Communication & Leadership Skills

Perfectionism) Emerge after initial conversation

Anxiety)

Focus:

On what we can control/influence



Exam Support

We need to help trainees who have come to us after multiple exam failures to focus on the here and now:

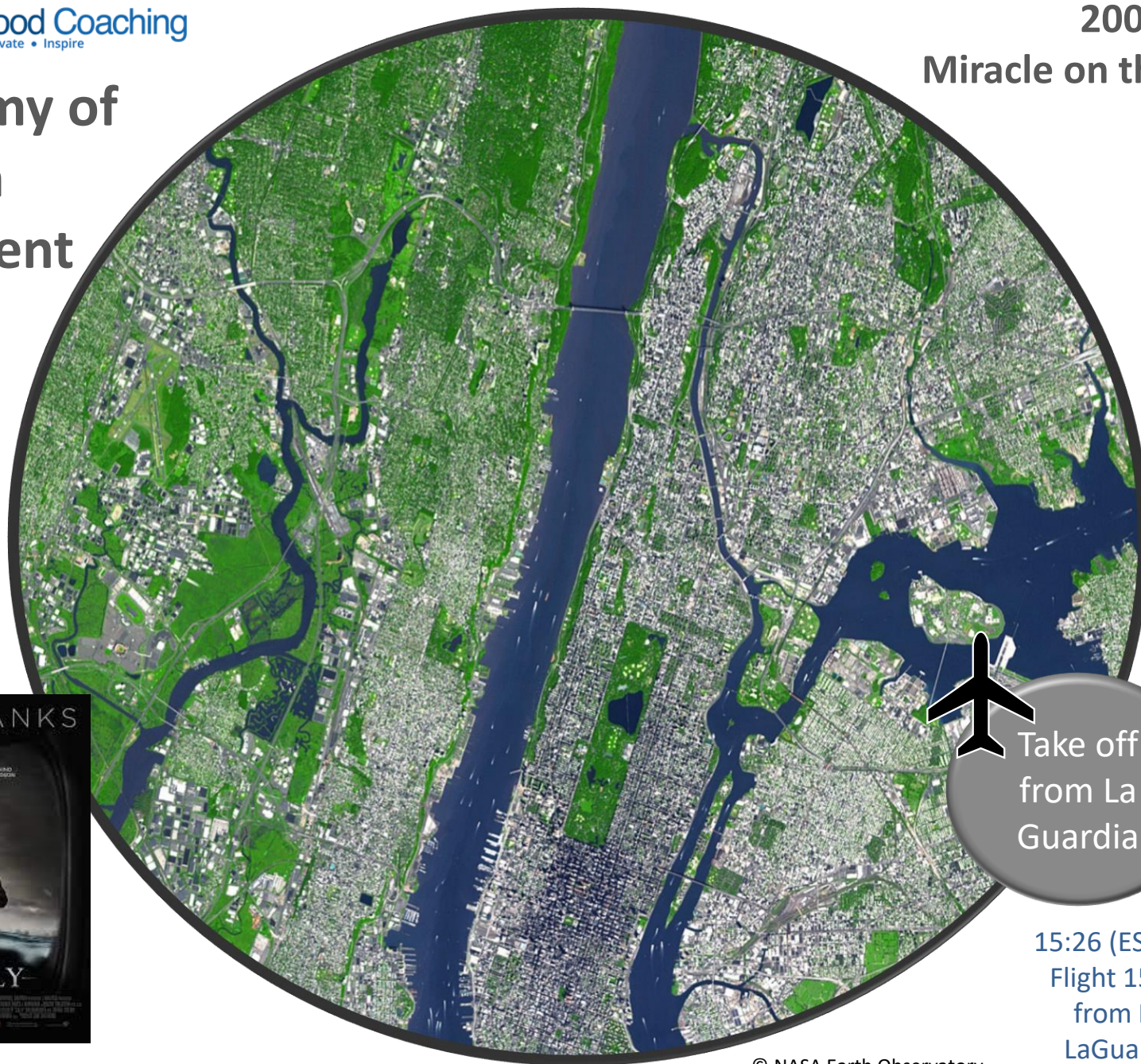
- They bring their past exam 'history' into the next exam
- There is significant pressure to avoid a negative outcome.
- They are hyper-aware of the consequences

Lets look at an example where you need to focus on the 'here and now'
(prepared for the School of Obstetrics & Gynaecology in the East Midlands in
2021)

2009

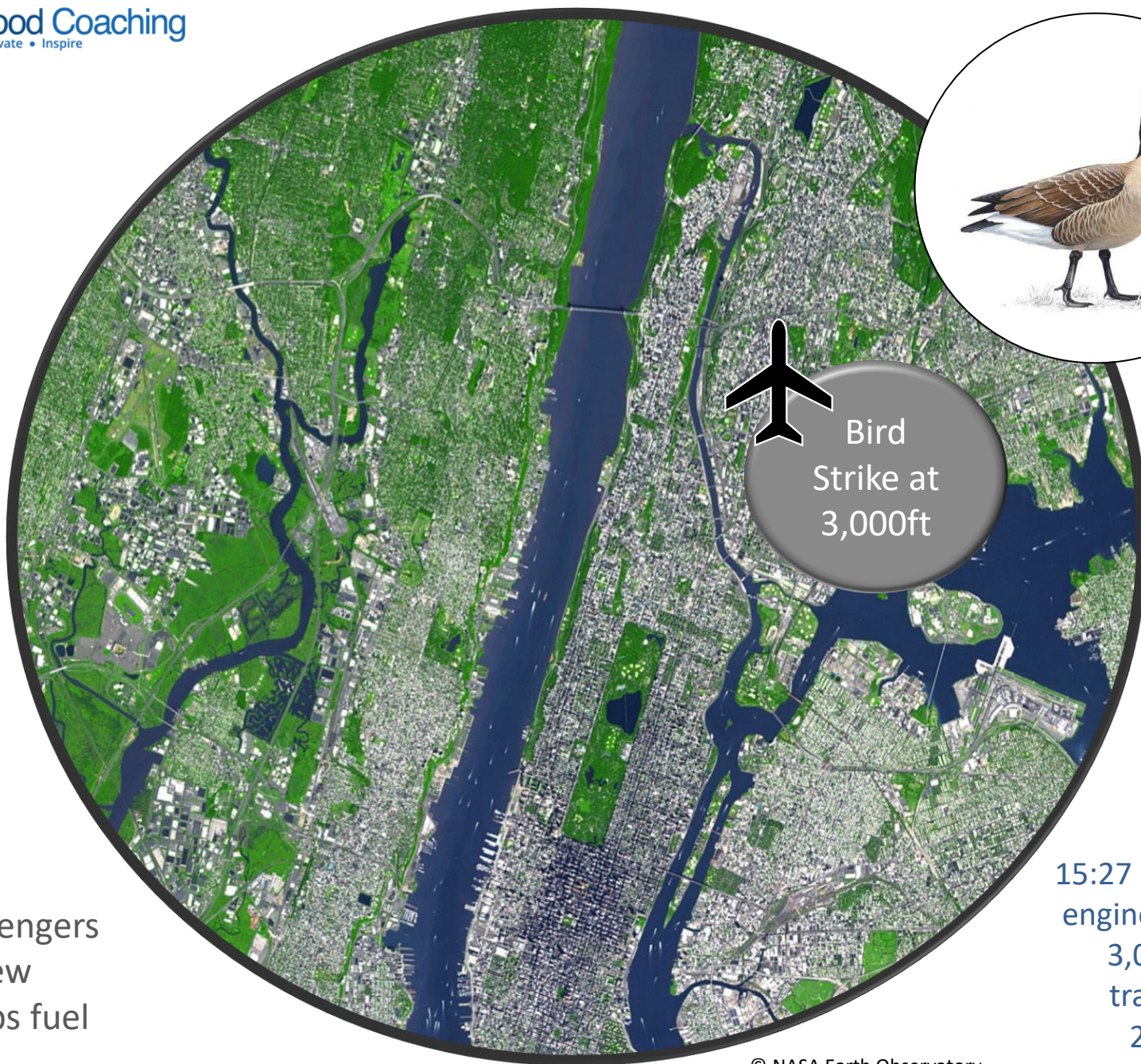
Miracle on the Hudson:

Anatomy of an Incident



Take off
from La
Guardia

15:26 (EST) US Airways
Flight 1549 takes off
from New York's
LaGuardia Airport



150 passengers
5 crew
22,000lbs fuel

15:27 Birds hit both
engines; aircraft at
3,000 ft and
travelling at
230 mph



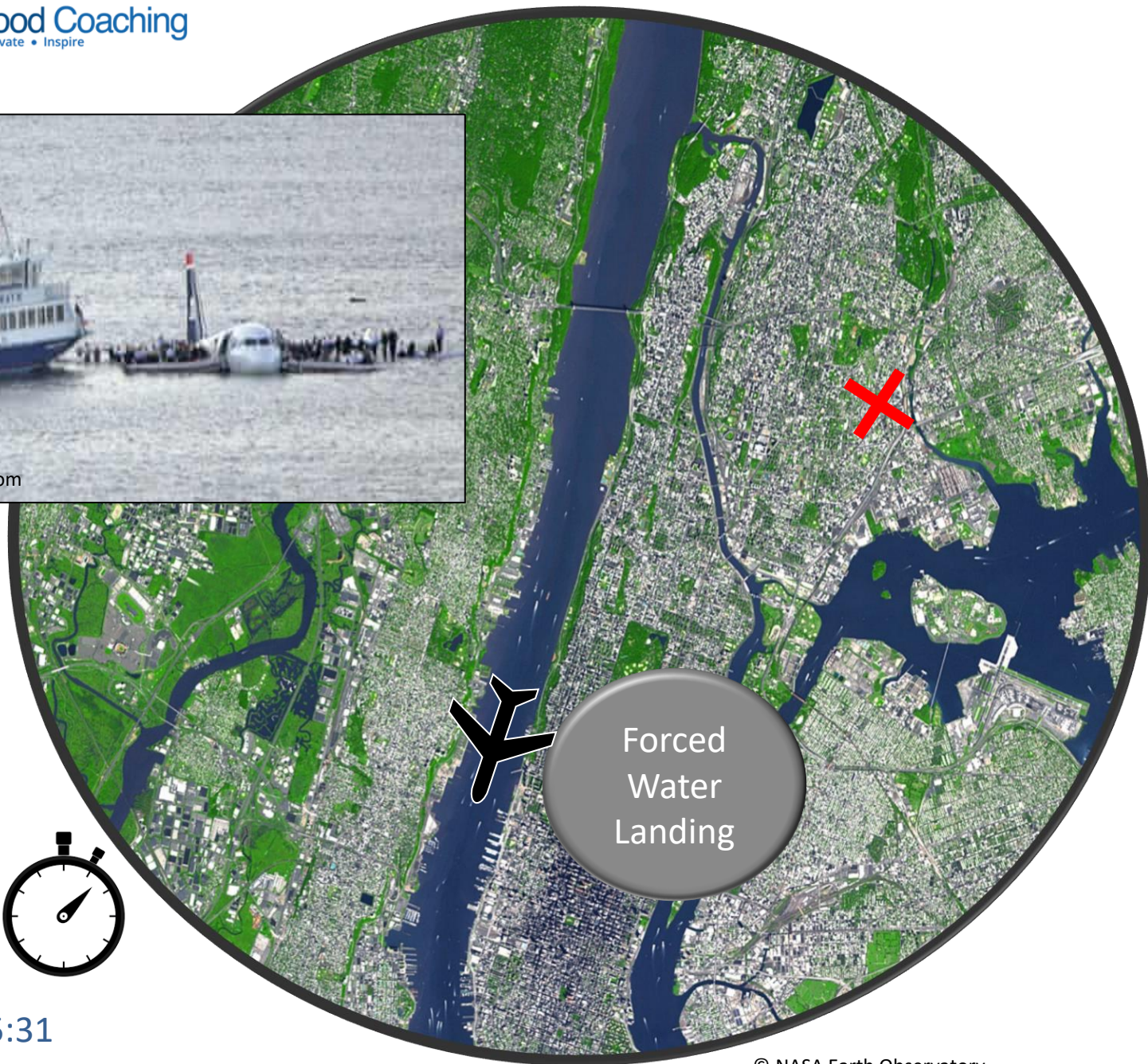
15:28 Plane banks to
the left (2 minutes after
take off)



Start to
turn back
to La
Guardia

Is
Teterboro
an
option?





15:31

Focus on what you can do *now!*...

“Fly the plane”

CHESLEY B. SULLENBERGER III (CAPTAIN)

Trainee Exams

The only person taking past exam failure into the room is the trainee...

Reflection is good! Too much leads to overthinking which can be very unhelpful!

Incidents affecting trainee confidence

“When we look back at events and judge ourselves and our actions, we should only think about what we knew at the time and how much time we had to make key decisions”



Summary

Westwood Coaching - our team and our capabilities

What support can we offer

Process we follow

Illustrated with case study/practical example



Thank You

Questions

Peter Duffell

Principal Coach &
Managing Director

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