



Provider of Training Excellence  
 PTE PROVIDER: T90031  
 2020 - 2022  
 www.providerofexcellence.com



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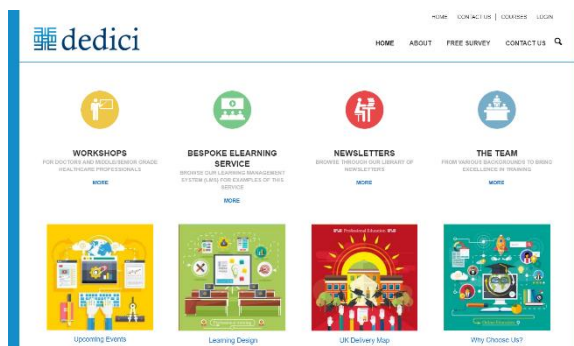
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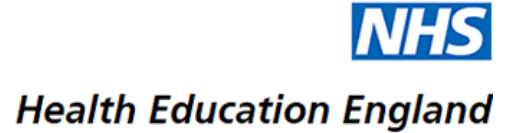
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# About Deduci

Since 2012, Deduci has delivered CPD to over **90** NHS Trusts and **8** HEE Teams



At least **3** things make us stand out from the crowd

## ETHOS

As an SME, we pride ourselves on the customer relationships we build. We provide industry-leading training (CPD Accredited as a [Training Provider of Excellence](#)) with the personalised customer service of a small business!



## PEOPLE

Our team of specialist facilitators has everything from an ethical hacker to a Professor. Each one has decades of experience in their field and is carefully chosen to meet our exacting standards. They benefit from peer review and our annual Trainer Development day.

## LEARNING DESIGN

Our 100+ workshops are all written by subject matter experts (overseen by Deduci M.D. Marion Parris, FAcadMED). Our trainers are then given, not just a handful of slides (the industry norm), but a complete Design Matrix which is regularly updated to ensure a consistent standard.





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## CPD SOLUTIONS WINTER 2020/21



All subjects are 1-day workshops, unless otherwise specified




Available for online delivery





### DOCTORS APPRAISAL & REVALIDATION

- Annual Update for Appraisers: Core Coaching Skills (0.5 day)
- Medical Appraiser Upskilling: Coaching Skills 
- Managing your Appraisal and Revalidation
- Good Practice in Revalidation, Portfolios & PDPs for Doctors (0.5 day)
- Appraisal Skills for Medical Appraisers (1 day with e-learning or 2 days as a workshop) 
- Reflective Practice for Doctors (0.5 day)










### NURSES & MIDWIVES

- Supporting Positive Mindset in Midwifery Practice 
- Nurse Revalidation - Tips and Toolkit Workshop (0.5 day)
- Introduction to Human Factors for Maternity Services



### COMMUNICATION

- Enhancing Communication Skills for Healthcare Professionals (0.5 day)
- Advanced Communication Skills for Healthcare Professionals 
- Communicating & Influencing with NLP
- Communication Tips & Tools (0.5 day) 
- Professional Presentations for Healthcare Professionals (1 or 2 day as required)



### TECHNOLOGY FOR CLINICIANS

- Introduction to using Microsoft Excel (0.5 day) 
- Advanced Microsoft Excel (0.5 day) 
- Microsoft Outlook Tips & Tools (0.5 day) 
- Using Microsoft Word (0.5 day) 
- Using Microsoft PowerPoint (0.5 day) 
- Introduction to Microsoft Teams (0.5 day) 
- Presenting on-line with confidence (0.5 day) 
- LinkedIn: Feel the Fear & Do It Anyway (0.5 day)  










### PATIENT – CENTRIC

- Human Factors Related Processes for Clinicians
- Human Factors Fundamentals (0.5 day) 
- Patient & Clinician: Engaging in Participatory Healthcare
- Motivational Interviewing
- Emotional Regulation Toolkit 



### QUALITY – CENTRIC

- Improving Patient Care through LEAN techniques
- Introduction to Improving Patient Care through LEAN techniques (0.5 day) 
- Making a Case for Your Improvement Idea (0.5 day) 
- Quality Improvement ‘in action’

### CORE PERSONAL SKILLS

- Being Influential in Your Team 
- Revisiting Medical Professionalism Interpersonal Effectiveness 
- Mindfulness & Self Compassion for Healthcare Professionals
- Improving Wellbeing: Helping you to deliver Individual & Team resilience 
- Personal Power and Influence 
- Assertiveness for Healthcare Professionals 
- Introduction to Assertiveness (0.5 day) 
- Applying sport psychology to improve clinical performance (0.5 day)
- Introduction to Emotional Intelligence (EQ) 0.5 day 
- Distress Tolerance Skills
- What next? Career Transitions Workshop  




### CHALLENGING RELATIONSHIPS

- Learning from Mediators; managing clinical hostility
- Understanding Workplace Bullying (0.5 day) 
- Coping with Workplace Conflict
- Introduction to Coping with Workplace Conflict (0.5 day) 
- Courageous Conversations \*\*

## TRAINING & DEVELOPMENT

- Advanced training course design for healthcare trainers
- Train the Trainer for Doctors (2 days)
- Participative Methods for Healthcare trainers

## COACHING, MENTORING

- Coaching Tips & Tools (0.5 day) 
- Introduction to Coaching Skills
- Coaching & Mentoring for Healthcare Professionals 
- Professional Healthcare Mentor
- Mentoring for SAS Tutors (0.5 day) 

## LEADERSHIP & MANAGEMENT





- Leadership Fundamentals 
- Authentic Leadership Fundamentals for Clinicians (0.5 day)
- Collaborative Leadership for SAS Doctors 
- Managing challenging colleagues 

## TEAMS


- Team Building day using Strength Deployment Inventory **\*\***
- Supporting the Development of Team Based Working
- Bespoke Facilitation of Team Development (POA)

**\*\* includes an additional PER HEAD charge for a psychometric tool**



## MEDICAL EDUCATORS/SUPERVISORS

- Development Workshop for Educational Supervisors (Supported Return to Training)
- Annual Update for Clinical & Educational Supervisors: Coaching skills 
- Refresher Workshop for Educational Supervisors
- Clinical Supervision Skills: Interactions Inviting Change
- Supporting Clinical Trainees to Survive and Thrive (0.5 day)
- Helping the Clinical Trainee in Difficulty
- Coaching & Mentoring for Educational Supervisors 
- Advanced Coaching for Educational Supervisors 0.5 day 
- Improving Wellbeing – helping you develop resilience in your Trainees 
- Challenging Conversations with Trainees **\*\***

## CLINICIANS IN TRAINING

- Interpersonal Skills; Effective Relationships for Clinicians in Training
- Principals of Quality Improvement Projects for Specialty Trainees
- Transitions to Clinical Practice 
- Transitions to Clinical Practice Toolkit Workshop – Enhanced (2 day)
- Delivering Practical Clinical Teaching

## CULTURE, DIVERSITY

- Cultural Awareness, Equality & Diversity
- Exploring Cross Cultural Communication in Healthcare
- Equality & Diversity (0.5 day) 
- Introduction to Diversity & Inclusion (0.5 day) 

## CONFERENCE WORKSHOPS: 1.5 TO 2 HOURS

- Cultural Awareness in your Appraisal
- Practical Tools for Revalidation and Portfolios (2 hour)
- The Reflective Practitioner (1.5 hour)
- Taking responsible Roles for SAS Doctors

- Considering culture and assertiveness
- Introduction to Authentic Leadership (2.5 hour)
- Effects of Stress on Clinical Performance
- The role of cognitive distortion in clinical decision making (1 hour)



## MEDIATION SERVICE

In addition to our workshop entitled “Learning from Mediators; managing clinical hostility”, Deduci also offers a **professional mediation service** for interpersonal workplace situations where it may not be appropriate to utilize trained professionals employed by a Trust – please ask for more information.

# Meet the Training Team

## **Marion Parris FAcadMed, FCIPD, FITOL, MA**

*Managing Director & Trainer*

With a background in organizational psychology, specializing in people development and workplace performance (including performance management), Marion has extensive experience as a trainer and coach in the NHS, private and third sector and is a Fellow of the Academy of Medical Educators.



## **Dr. Sue Hewitt**

*Senior Trainer & Consultant*

Sue has a BA in Biology and a PhD with a very varied life science background. She is a much-published author in the field of HR and personal effectiveness. An NLP Master Practitioner she specialises in highly participative people development in times of career transition and change and trains internationally.



## **Amanda Oliver**

*Trainer & Coach*

Amanda has had a lifetime career in food manufacturing and is highly experienced as a senior level working on commercial multi-stakeholder projects. She brings much experience in developing and delivering training interventions and acting as a facilitator for change.



## **Jo Clarke, BA (Hons)**

*Specialist Trainer & Coach*

Jo is a highly experienced and qualified trainer in Mindfulness-based Stress Reduction and is also training in Psychotherapy. She has a number of years past experience in business and retail project management, and also has trained as a teacher in the performing arts.



## **Rachel Powell, MCIPD**

*Trainer*

Rachel is a qualified and very experienced trainer with a background of learning and development in blue chip companies both in the UK and Internationally. She has also undertaken past projects in virtual training. Her specialisms are leadership, communication, and behavioural change.



## **Richard Simms**

*Senior Trainer*

With a background in the first line services in the public sector, Richard's expertise lies in leadership development, including core skills and team development. He has a high level of expertise in utilizing psychometric tools to raise awareness of the impact of approaches on effectiveness.



## **Kamal Kotecha**

### *Trainer & IT Consultant*

Bringing excellent people and technical skills, Kamal has 23 years practical and leadership experience within the IT function of a large local government organisation. He delivers practical and interactive workshops for using technology to its full capacity.



## **Karen Cureton**

### *Specialist Trainer*

After a senior level career in public relations, sales and marketing, Karen is a highly experienced, and award-winning mentor and coach specializing in the development and delivery of social media topics for senior professionals. She has supported both the public and private sector.



## **Kaidi Bowen**

### *Trainer & Coach*

Kaidi is a certified coach with extensive coaching and leadership experience gained in the banking sector. Her specialisms are leadership, change management and coaching. She has experience of working on projects with internal teams both the NHS and the Police.



## **Ron Oliver MBA**

### *Senior Trainer*

A highly experienced business leader, Ron's talents lie in leadership and change management training, with an eye on the detail of the end user experience. With fifteen years' experience in the financial sector leading major transition projects with a high level of commercial awareness, he now develops and delivers high calibre engaging people development programmes



## **Phil Ingle MBA, FCIPD, MITOL**

### *Specialist Trainer & Business Coach*

An internationally experienced trainer with over 20 years' experience in banking and 10 years as a management consultant and trainer in both the public and private sector. Phil specialises in leadership development and coaching for senior level staff particularly in the commercial aspects of running an organisation. He has also worked with senior NHS clinicians who need to develop their management skills.



## **Nichola McKay MSc, BA (Hons), MCIPD**

### *Trainer & Coach*

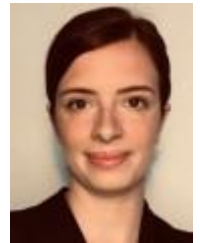
Nichola is passionate about working with organisations and individuals to develop talent, especially in the fields of leadership and executive coaching. She has over twenty years' strategic experience in both the private and the public sector.

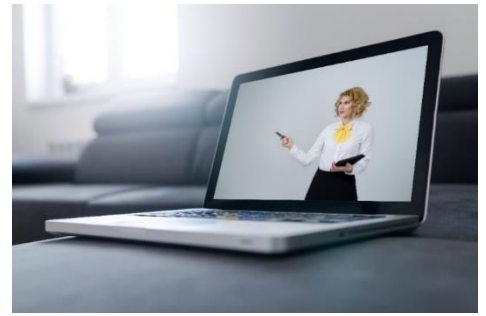


## **Rebecca Anubla, BSc (Hons)**

### *Specialist Trainer*

Rebecca is an independent Midwife having trained in Manchester and worked in the NHS. She has extensive experience of developing and supervising midwives and delivers our core professional programmes to midwifery teams.





## Online delivery Policy

Due to the current COVID-19 situation, Dedici is offering a limited range of interactive online workshops for delivery where local policy or circumstances dictate this as a necessity. We will review our policy in March 2021. We have selected trainers most experienced in online delivery, as well as provided them with further training from an Industry expert (Dedici technology facilitator, Kamal Kotecha). We offer:

- A *selection* of our standard half-day and full-day workshops
  - Not all topics are suitable for online delivery to an acceptable standard for us as an organisation
  - Online delivery requires a re-design; it cannot be delivered in the same way as in the classroom. This takes time and resources
  - We have trialled delivery via a number of platforms and have now adopted Zoom as our preferred cloud-based resource

**Our online courses are NOT webinars and are not pre-recorded.** They are live interactive workshops for up to 15 delegates ([see comparison of Zoom meetings v webinars](#)).

- This means that there are opportunities for breakout rooms, live interaction, in-meeting chat, non-verbal feedback, file-transfer, whiteboard, annotation, polling etc.
- We provide a second facilitator as technical host to ensure that the trainer can focus on what they do best. Overall, this replicates *as closely as possible* to normal classroom environment.

## Accreditation – Training Provider of Excellence

Dedici is Accredited as a [Training Provider of Excellence](#) (TPE) by the Professional Development Consortium ([CPD Standards Authority](#)) - recognised by ICPD as the UK’s most prestigious, and a leading, global provider of CPD accreditation.



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This award was based on a rigorous third-party verification of our entire Organisation, Client experience, Learning Portfolio and Quality assurance, verifying:

- Our content is of high quality and developed from trusted resources
- We follow processes adopted by sector leaders in training & learning
- We provide an outstanding learning experience for delegates
- Customer satisfaction and positive training impact

Dedici is also a longstanding member of the Institute of Continuing Professional Development (ICPD).

