



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



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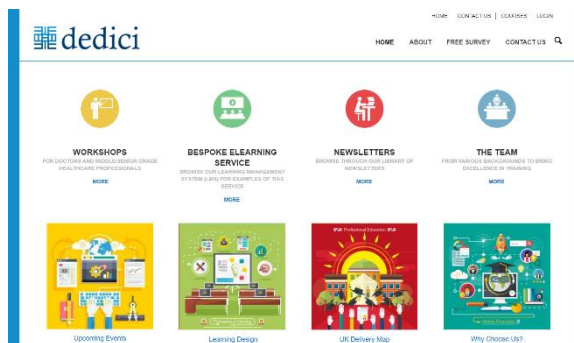


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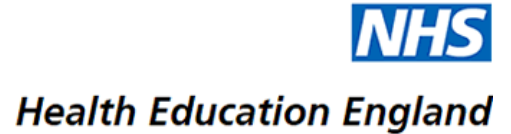
[Upcoming events](#)

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About Deduci

Since 2012, Deduci has delivered CPD to over **80** NHS Trusts and **7** 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 80+ 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.



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
- Being Influential in your Team
- Communicating & Influencing with NLP
- Communication Tips & Tools (0.5 day)
- Professional Presentations for Healthcare Professionals (1 or 2 day as required)


TECHNOLOGY FOR CLINICIANS

- Social Media 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)


PATIENT – CENTRIC

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

QUALITY – CENTRIC

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

CORE PERSONAL SKILLS

- Being Influential in Your Team
- Mindfulness & Self Compassion for Healthcare Professionals
- Improving Wellbeing: helping you to deliver Individual & team resilience
- Personal Power and Influence
- Assertiveness for Healthcare Professionals
- Applying sport psychology to improve clinical performance (0.5 day)
- Introduction to Emotional Intelligence (EQ) 0.5 day 
- Distress Tolerance Skills

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
- Advanced Coaching & Mentoring for Educational Supervisors
- Improving Wellbeing – helping you develop resilience in your Trainees
- Courageous 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, FCIIPD, 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.



Rob Heywood LLP (Hons), PhD, PG Cert
Masterclass Speaker

Rob is currently a Professor of Medical Law and has been working as a teacher in law since 2005. A much-published author his specialist area is medical law and ethics.

Dr. Sue Hewitt
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.



Linda Lawton MBA, MSc, BSc
Trainer, Service Review & Coach

Linda was Head of Health Development for Warwickshire Health Authority and has public health specialities career. She has extensive project experience in NHS including Mental Health leadership development and Open University Leadership in Healthcare. She is an expert advisor to the Department of Health.

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.





Gwen Carter-Powell MCIPD, ABNLP

Trainer & Motivational Speaker

With over twenty years' experience in NHS organisations, gained by undertaking challenging development projects and as a OD specialist, trainer and facilitator. Gwen is an NLP Master Practitioner and licensed NLP trainer, accredited to use a range of psychometric and personality profiling tools and frameworks including the NHS "Productive" series.

Richard Simms

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.

Dr. Alison Stewart M.Sc., B.M., B.S., B.Med Sci. (Hons)

Trainer & Coach

A Psychiatrist with over 20 years' experience working in the NHS, Alison is passionate about people realising their potential. She has recently retired from the role of SAS Tutor and is an Emotional Intelligence Coach. For 5 years, she has been a Medical Appraiser at her Trust and has been the Chair of the Local Negotiating Committee.



Carl Kovacs BSc, PGDip, MCIPD

Trainer

Carl brings to the team extensive experience in a number of sectors including legal, logistics and the health sector. His area of expertise is lean processing, continuous improvement and team development. He delivers practical coaching and training to develop performance.

Ron Oliver MBA

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

Trainer, Business Coach & Speaker

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.



Libby Langley MBA



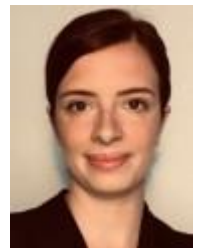
Specialist Trainer

Libby is a highly experienced coach and trainer specialised in delivering digital marketing and commercial training. She has delivered both in the public and private sector across a wide range of organisations and audiences and as been a contributing author for a number of magazines and social media sites.

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.





As an alternative to classroom delivery during Coronavirus, Dedici has developed several short online workshops for delivery by Zoom:

- select trainers from our existing team who are *most experienced* in online delivery
- new topics – relevant and *specially designed* for online delivery
- live interactive workshops for up to 15 delegates, *NOT webinars* (see [comparison of Zoom meetings v webinars](#))

This means there are opportunities for breakout rooms, live interaction, in-meeting chat, non-verbal feedback, whiteboard, annotation, polling etc.

- PDF of slides included for all delegates
- Certificate of attendance post course for all delegates
 - This is a certificate of guided learning hours, without specific CPD point allocation
 - Certificates and slides sent to course organiser to distribute
- Second technical facilitator as Zoom host (where necessary)

SOME HALF/FULL DAY WORKSHOPS ALSO AVAILABLE ONLINE – please ask for more details

Short Online workshop facilitators and course list

Facilitator	Topics offered
 <p>Dr. Sue Hewitt Trainer & Consultant</p>	<ul style="list-style-type: none"> • Considering culture & assertiveness (2 hours) • Introduction to authentic leadership (2 hours) • Effects of stress on clinical performance (2 hours) • The role of cognitive distortion in clinical decision making (1 hour)
 <p>Jo Clarke, BA (Hons) Specialist Trainer & Coach</p>	<ul style="list-style-type: none"> • Introduction to Mindfulness (2 hours) • Introduction to MBSR (Mindfulness Based Stress Reduction) via Zoom – 4 weeks (POA) <ul style="list-style-type: none"> ○ 1-2-1 or groups of 8 • MBSR programme via Zoom – 8 weeks (POA) <ul style="list-style-type: none"> ○ 1-2-1 or groups of 8
 <p>Kamal Kotecha Specialist Trainer & IT Consultant</p>	<ul style="list-style-type: none"> • Introduction to Microsoft Teams (2 hours) • Introduction to Excel (2 hours) • Advanced Excel (2 hours) • Introduction to MS Word • Introduction to MS PowerPoint (2 hours)
 <p>Libby Langley MBA Specialist Trainer</p>	<ul style="list-style-type: none"> • What does your online presence say about you? (2 hours) • How to write a blog with confidence (2 hours) • Staying safe online (2 hours) • How to use Canva to design social media posts and flyers (2 hours) • Using LinkedIn as a networking tool for Doctors (2 hours)