

A Practical Guide to Developing Your Skills as an

EFFECTIVE CLINICAL DIRECTOR

For Clinical Directors, Aspiring Clinical Directors,
and Medical Directors Responsible for their Development

Friday 26th September 2025

Virtual Conference

10% card payments discount*
15% group booking discount**



Chair & Speakers Include:

Mr Steve Parker

*Medical Director, Hampshire
and Isle of Wight Healthcare
NHS Foundation Trust*

Dr Emma Hosking

*Consultant Anaesthetist
& former Medical
Director*

Dr Fay Gilder

*Medical Director
The Princess Alexandra
Hospital NHS Trust*

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Whether you are currently a Clinical Director, or aspiring to be one, this well established virtual conference provides a unique opportunity to learn from the experiences of other Clinical Directors and develop your skills as an effective Clinical Director. The programme will focus on developing the skills of Clinical Directors and aspiring Clinical Directors. You will have the opportunity to hear from experienced Clinical Directors in areas including understanding what makes an excellent Clinical Director, tips and advice for aspiring Clinical Directors, developing your clinical leadership skills, improving team performance, improving wellbeing and supporting doctors in difficulty, and driving improvement in quality including meeting the CQC Key Lines of Enquiry for your directorate. The conference will provide you with the key skills and attributes to develop your role as a current Clinical Director or move forward to the Clinical Director role.

“Local leadership at clinical service level, and sometimes at individual ward level, can be critical in determining the quality of care.”

Care Quality Commission

A GMC commissioned report found that the job of a Clinical Director is one of the most demanding:

“Several leaders called attention to the pivotal role of Clinical Directors. They pointed to the paradox that Clinical Directors have perhaps the most difficult of roles in people management terms, and a direct impact on perceived working culture. However, they have the least experience of leadership and little developmental support.”

How doctors in senior leadership roles establish and maintain a positive patient centred culture Research Report for the General Medical Council

“It is apparent from the reflections of senior medical leaders that in some respects the most demanding but unsupported period of the medical leadership journey is in the first step beyond consultant (or equivalent) leadership, often as a clinical director. Many participants acknowledged that performance in these roles can be central to the experience of colleagues, but that they are undertaken by those who are still novice leaders and receiving limited developmental support.”

How doctors in senior leadership roles establish and maintain a positive patient centred culture Research Report for the General Medical Council

As a result of delegate feedback we have included some essential sessions with tips and advice on difficult issues Clinical Directors face in practice including managing job plan negotiations, HR advice and managing tricky grievances, and addressing common legal queries.

This conference will enable you to:

- Network with Clinical Directors, Aspiring Clinical Directors and those who support them
- Understand the key competences, attitudes and skills that make a good Clinical Director
- Learn from outstanding practice in developing your skills as a Clinical Director
- Reflect on national developments and learning including working under pressure
- Understand the key elements of the role
- Develop your skills in Clinical Leadership
- Understand how you can improve your management and support for colleagues who are experiencing difficulties and exhibiting difficult behavior
- Identify key strategies for improving team working, and wellbeing in your directorate
- Drive improvements in quality improvement
- Understand National Developments in Patient Safety and gain practical advice for improving patient safety, managing incidents and learning from deaths
- Understand the highs and lows of the role from the perspective of experienced Clinical Directors
- Gain practical advice on difficult issues such as managing job plan negotiations, managing tricky grievances and common legal queries
- Self assess and reflect on your own practice
- Supports CPD professional development and acts as revalidation evidence. This course provides 5 Hrs training for CPD subject to Peer group approval for revalidation purposes

10.00 Chair's Welcome and Introduction: What Makes an Excellent Clinical Director?

Dr Emma Jane Hosking

Consultant Anaesthetist and former Medical Director
Betsi Cadwaladr University Health Board

- the Clinical Directors role
- responsibilities: strategic, directorate and individual
- leadership qualities required for the role
- accountability of Clinical Directors
- supporting Clinical Directors under pressure
- the Clinical Directors role in driving improvement: learning from our experience
- where next for current Clinical Director

10.40 Clinical Director Leadership: Learning from Experience

Dr Abdul Ashish

Consultant Respiratory Physician and Deputy Medical Director
Wrightington, Wigan and Leigh NHS Foundation Trust

- my leadership experience as a Clinical Director
- understanding cultural bias in leadership
- developing your leadership skills

11.10 Small Group Discussion to Meet Your Fellow Delegates

11.25 Comfort Break and Virtual Networking

11.40 EXTENDED SESSION: Developing and Fine Tuning Your Clinical Leadership Skills

Dr Fay Gilder

Medical Director
The Princess Alexandra Hospital NHS Trust

- self-assessment of your leadership skills
- leading culture change and empowering others
- leading the directorate: tips for success
- leading through a crisis – taking the team with you
- developing the leadership skills to move to a board level Medical Director position
- what are the difficult issues you will face as a Clinical Director:
difficult conversations and managing colleagues

12.00 Interactive Discussion

12.45 Tips and Advice for Aspiring Clinical Directors

Dr Natalie King

Clinical Director Medicine
Surrey and Sussex Healthcare NHS Trust

- how to prepare for the role
- interview planning
- highs and the lows: the life of a Clinical Director

13.15 Lunch Break and Virtual Networking

13.45 Driving Improvement as a Clinical Director

Prof Deepak Dwarakanath

Medical Director and Consultant Gastroenterologist,
North Tees and Hartlepool NHS Foundation Trust

- understanding & monitoring quality & patient safety at directorate level
- engaging clinicians to improve quality
- understanding CQC requirements and the new single assessment framework
- understanding and managing directorate performance
- setting goals as a Clinical Director
- my experience as a Clinical Director

14.15 Practical Advice for Improving Patient Safety as a Clinical Director

Speaker to be announced

- the new Patient Safety Incident Response Framework: what Clinical Directors need to know
- how human factors can support the role of the Clinical Director
- learning from patient safety incidents and deaths in your service

14.45 EXTENDED SESSION: Managing and Supporting Doctors in Difficulty and Improving Wellbeing

Dr Sara Mumford

Chief Medical Officer
Maidstone and Tunbridge Wells NHS Trust

- what issues are we seeing in doctors?
- how to ensure early identification of concerns
- moving the focus to improving wellbeing and supporting a happy workplace
- understanding the root cause of the problem and tackling concerns
- supporting doctors through complaints, investigations and inquests
- supporting staff who have been involved in an incident

15.30 Comfort Break and Virtual Networking

PRACTICAL ADVICE SESSIONS: ESSENTIAL UPDATES FOR CLINICAL DIRECTORS

15.45 Developing Your Skills in Leading Appraisals and Managing Job Planning Negotiations

Mr Steve Parker

Medical Director
Hampshire and Isle of Wight Healthcare NHS Foundation Trust

- developing your skills in appraisals
- the September 2024 NHS Guidance on job planning
- managing job plan negotiations and working through difficult issues in job planning

16.15 HR Advice for Clinical Directors: Managing Tricky Grievances

Sue West

Senior Human Resources Professional
Kate Shepherd Associates

- the importance of identifying a grievance early
- practical advice: what to do and what not to do
- tricky issues including, repeated grievance, grievances from former employees and grievances raised during a disciplinary hearing

16.40 Common Legal Queries

Victoria Mortimer

Associate, Healthcare and Public Law
Hill Dickinson LLP

- common legal queries
- disputes on DNACPR - can a patient demand resuscitation
- discussing what to do when the police come in
- online consultations
- Q&A - with the option to submit questions beforehand

17.05 Closing remarks

There will be time after each session for Questions and Answers

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Please also ensure you complete your full postal address details for our records.

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Venue

This virtual conference is run using a live stream on Zoom, interactive breakout rooms, and resources on a secure landing page available for three months after the event.

Date

Friday 26th September 2025

Conference Fee

£295 + VAT (£354.00) for NHS, Social care, private healthcare organisations and universities.

£250 + VAT (£300.00) for voluntary sector / charities.

£495 + VAT (£594.00) for commercial organisations.

* Credit Card Discount

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A discount of 15% is available to all but the first delegate from the same organisation, booked at the same time, for the same conference.

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All bookings will be confirmed by email, unless stated otherwise. Please contact us if you have not received confirmation 7 days after submitting your booking. The access code for the virtual portal will be sent one week before the conference.

Exhibition

If you are interested in virtually exhibiting at this event, please contact Sarah-Jane O'Reilly on 01932 429933, or email sarahjane@hc-uk.org.uk

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