



TOOLKIT

A breakthrough programme of
resilience training for Primary Care

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Are you looking for a training programme for your area which will reduce stress and increase the productivity of your workforce and help with retention and resilience?

The Shapes for Doctors Toolkit is a series of easy to use coaching and productivity tools and techniques.

It has been designed specifically to help GPs and other members of the Primary Care team become more resourceful and resilient at work.

“This course should be compulsory for any GP, when they qualify then every 5 years after that.”

Senior Partner, London

How does it help?

Through using the Shapes Toolkit, GPs will be able to:

- Prioritise their time and workload
- Recognise when they are heading towards burnout
- Increase their own wellbeing
- Change the things that cause them stress at work
- Change their reaction to stressful events
- Have better conversations with their teams
- Take control of things that they can control
- Identify when they are stuck in unhelpful patterns
- Take control of their own careers and development

Who is the Shapes Toolkit for?

The toolkit is particularly relevant for:

- GP returners including those returning from parental leave, long term sickness, returning to practice after a career break
- First5 GPs
- GPs who are struggling with their personal resilience and are at risk of leaving General Practice
- New GP Partners
- Portfolio GPs who find themselves having to step up into a new leadership role or take on additional responsibility
- GPs who are experiencing symptoms of stress and / or have been unwell with stress in the past.
- GP Partners who are under significant pressure in their practice and are feeling trapped and unsure about the future
- Mid-career GPs who want to thrive in their work and enjoy what they do again
- Practice Nurses and other allied health care practitioners who are struggling to manage their workload
- Practice managers and senior member of the admin teams who are under increasing pressure.

Our Team

The Shapes Toolkit Workshop is delivered by Dr Rachel Morris or one of her specialist facilitators.



The Shapes Toolkit was developed by Dr Rachel Morris, a GP with a background in Medical Education and Executive Coach and Speaker. A thought leader on resilience in the workplace, she is part of the Faculty for the Post Graduate Certificate in Medical Education at the University of Cambridge. She is also Director of Leadership Courses for Red Whale and regularly lectures around the country on leadership, resilience, workplace stress and thriving at work.

Shape



The Stressors Hexagon

What is it?

The 6 causes of workplace stress.

How does it help?

Enables people to identify the potential causes of stress in their workplace and make changes necessary



The Vortex of Busyness

The 8 wellbeing protective factors

Enables individuals to audit their own wellbeing and recognise when they are heading towards burnout.



The Prioritisation Grid

The Urgent / Important time management matrix

Helps people to prioritise their workload and to set aside time to deal with the important things.



The Coaching Pentagon

A simple model

Enables professionals to have empowering conversations with each other – to enable them to solve their own problems.



In the Corner

How we react badly when stressful things happen

Helps people recognise what triggers them to become stressed, and change their reaction to stressful events.



The Drama Triangle

The Karpman Drama Triangle – identifying when you are stuck in a game as either a victim, a persecutor or a rescuer

The drama triangle helps people to identify when they are taking an unhelpful role, be it as persecutor, victim or rescuer. It helps them move away from a victim mentality and helps empower others to do so.



The Zone of Power

The things you have control over, and the things that you can't control

This empowers individuals to take more responsibility over the things that they can control and enables them to be more proactive.

Our offerings

1) Shapes Toolkit – Flagship One day programme

This a one-day interactive workshop. It is a series of wellbeing, resilience, productivity and coaching tools to help busy GPs thrive in their work

The programme can be delivered for different cohorts: GPs (First5 and trainees, Mid-late Career GPs) Practice Managers, Allied Health Professionals (Nurses, Pharmacists, Physician's Assistants etc).

As well as the one-day programme, the Shapes Toolkit can also be offered as:

- Two half day sessions
- Four two-hour workshop sessions to be held over 4-8 weeks
- 4 online webinars over 4 – 8 weeks with group coaching.

2) Half day Shapes workshops for all the Primary Health Care Team

The Shapes can also be delivered in half day workshops with a particular emphasis:

Shapes #1 Feel calmer, live better: How to Escape the Vortex of Busyness and Become Less Stressed.

This half day session focuses on wellbeing and changing our reaction to stressful situations. Shapes: Vortex of Busyness, The Corner

Suitable for: Receptionists, admin teams, all members of the PHCT

Shapes #2 Take control of your time and work: Increase your productivity.

This half day session focuses on productivity and taking control over your time and workload. Shapes: Prioritisation Grid, Zone of Power

Suitable for: Practice Managers, GPs, admin teams and Health Care Professionals

Shapes #3 Supporting your teams without the drama: How to empower your staff through taking a coaching approach

This half day session focuses on how to help individuals get out of victim mentality and solve their own problems. It is ideal for people who act as a mentor, manager or partner and who want to have more effective conversations to support their teams to thrive at work. Shapes: Coaching Pentagon, Drama Triangle

Suitable for: Practice Managers, Admin and Business Managers, GPs and Health Care Professionals

Shapes #4 How to conflict well and influence people

This half day session focuses on conflict, why it is difficult and how our negative 'stress' reactions make us avoid it. We look at why constructive conflict is important and how to influence and negotiate with others without ruining the relationship and how we can change our own response and take control. We focus on 'Get out of the Corner' and 'The Drama Triangle'. Shapes: The Corner, The Drama Triangle the Zone of Power.

Suitable for: Practice Managers, Admin and Business Managers, GPs and Health Care Professionals

3) Shape the life you want: The career development course for GPs

This course is for GPs who want to develop their career to do more of the things they love both within and outside of their practice, for GPs who may feel dissatisfied with their current work, and would like to develop a portfolio career that embraces and builds on their strengths and while stretching and developing new skills.

By completing the course, participants will gain:

- Clarity around their individual strengths and what they really want to do.
- Consideration of the endless possibilities open to them and how to have a fulfilling career using their unique skills and strengths.
- Start feeling excited about their work
- A set of actions and concrete plan for getting the career they want.

This course can be delivered as a 1-day interactive workshop, or a 4-session online course over 8 weeks. It includes group coaching and a one-to-one coaching session with a Career Coach.

4) The GP Shapes Ambassadors programme - ongoing training to provide peer group support

To ensure that the Shapes Toolkit can be used effectively and to help GPs in your regions support each other, we can also train and supervise 'Shapes Ambassadors' - GPs who have a special interest in supporting their colleagues and want to facilitate some peer support groups.

We will train them to run ongoing 'Shapes Sets' (peer support groups) within your PCN / Training hub area where local GPs can bring live issues and problems to work through in the group. We provide training, tools, supervision and support for these 'Shapes Ambassadors'.

5) Online Training

Shapes Toolkit online and Shape the life you want: The career development course for GPs.

The Shapes Toolkit and Shape the life you want can be delivered online in cohorts of up to 16 as a series of 4 x 2-hour interactive webinars and group coaching over a period of 8 weeks.

6) Bespoke Training

Sometimes a particular area of need is identified in a region. We have a team of trainers, coaches and associates who can design and deliver bespoke training in a range of different areas.

7) One-to-one coaching for resilience and career development

Wild Monday has a highly skilled team of Associates who can also offer one-to-one coaching for resilience and career development. Please contact us for more information and pricing structures.



Book your Shapes Toolkit Training today

If you're looking for a training programme for your teams that will reduce stress and increase the productivity of your workforce and help with retention and resilience, you can be sure that the Shapes Toolkit will meet your needs.

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