

An Introduction to Reflective Practice

Reflective practice is a professional and employment requirement of most practitioners in the public services. It is a competency highlighted by the Health Professions Council, the AHP Strategy and the Modernisation Agenda, and by all professional bodies. It is also recognised as being core to the development of many other professional competencies. This workshop aims to shed light on the nature of reflective practice and its role in supporting professional development.

- **Are you bemused by the many definitions of reflective practice?**
 - **Is your re-registration becoming dependent on evidence of Continuing Professional Development?**
 - **Are you unsure how to go about demonstrating that you are being reflective?**
- . . . then this one-day workshop is for you!

AIMS OF THE WORKSHOP

- To outline the nature of reflective practice
- To identify the place of reflective practice in professional development with particular reference to current professional requirements
- To gain insight into development needs in relation to being a reflective practitioner

LEARNING OUTCOMES: By the end of the workshop, participants will have:

- An understanding of the place of reflection in clinical effectiveness and in professional development
- An understanding of the core principles underlying reflective practice
- An ability to evidence learning through reflection.

WORKSHOP OUTLINE: This workshop is an **introduction** to Reflective Practice. Broad areas covered include:

- The nature of professional expertise
- An ability to evidence learning through reflection
- Why to reflect – the professional and adult learning case for reflective practice
- What to reflect on – a framework to support accurate and effective reflection
- How to evidence change in practice

THE WORKSHOP IS SUITABLE FOR:

- All Health Professionals in the NHS and other public sector organisations wishing to gain more skills in reflection and knowledge of models of adult learning.
- Any manager in the NHS and other public sector organisation wishing to develop their own reflective process and to facilitate this in their staff.



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FACILITIES: These should be provided by the service/organisation commissioning the workshop and should include:

- a large room with sufficient space for small group break-out
- a powerpoint/data projector, screen and flipchart
- refreshments, as appropriate
- photocopying of handouts.

COSTS: *(Fee covers 1 day's tuition and all course materials)*

For up to 20 participants (optimum)

£1,000+ £150 = **£1,150** plus travel and accommodation at cost plus VAT

For up to 30 participants

£1,200+ £180 = **£1,380** plus travel and accommodation at cost plus VAT

We advise against more than 30 participants, to ensure best learning outcomes - any additional participants will be charged at £50 per head to an absolute maximum of 35.

FACILITATED BY: Pauline Beirne or Kate Malcomess

A facilitator will be allocated to your course according to the dates required.

Pauline Beirne works both as an independent consultant and as a senior manager in the NHS. Her role as director of Allied Health Professionals for three years in a city-wide children's Trust has equipped her with a broad overview of the diverse competency-base of this staff group. Pauline has worked as a clinician and manager in community and acute services in all settings and has made a significant contribution to inter-agency collaboration at a strategic level. Pauline has 6 years of experience as a trainer and consultant both within the NHS and within other agencies in the public and voluntary sectors. She has a particular interest in practice-based research and has a track record in research into collaborative and evidence-based practice. Reflective Practice is the subject of her current doctoral studies.

Kate Malcomess is an independent consultant, specialising in clinical and organisational systems. She is a national expert on evidence-based practice and reflection in clinical and management practice and has an extensive reputation as an effective speaker, facilitator, mentor and coach with 11 years experience of post-graduate teaching (locally and nationally) across disciplines. She is best known for her work in *Reflective Practice* and for the *Malcomess Care Aims Model*, a framework for clinical decision-making and reflection, which is being used by a large number of services, teams and organisations in the UK and abroad to support Clinical Governance. Kate also runs national training programmes in the areas of advanced decision-making skills, service design and throughput, communication skills, collaboration, leadership and facilitation skills. She offers individual mentoring and coaching and runs a number of learning sets and reflective practice groups for clinicians, supervisors and managers.

COURSES can be arranged by contacting Kate – details below.

Please note: This workshop is designed as an introduction to Reflective Practice only. A more in-depth skills workshop is also available which forms Module 1 of a four-day course in Reflective Practice.

