

## Overview of Course

- Maximum of 6 or 7 participants in a group format
- Uses your own experiences and contributions.
- Learn strategies for managing negative emotions and feelings,
- Understand relevant psychological aspects such as cognitive distortions and other group learning processes.
- Find new ways of thinking about your experiences at work;
- Follow up days provide an opportunity for continuing feedback and support.
- Learn the value of expressing feelings appropriately
- Emotionally healing for many of the doctors attending the course

The course is run by a faculty with extensive experience of medical education, professional performance review and group work



**"You cannot make anyone do what he or she does not want to do. We can only teach him a better way and encourage him to try it."**

*Glasser*

Friday October 15 2010  
to  
Sunday October 17 2010  
at  
Milton Hill House,  
Steventon, Abingdon,  
Oxfordshire, OX13 6AF

### Course Requirements

1. An interview with Dr Gwen Adshead is required prior to registering for the course. We will contact you to arrange this at a mutually convenient time and place.
2. You must attend the three-day course followed by three one-day follow-up sessions over a twelve-month period.

Please Note: An assessment may be required to rule out certain conditions such as active drug and alcohol addiction and physical or psychological problems which would make participation in the course inappropriate and unproductive

**Identify small changes that can make a big impact.**



# Reducing Conflict Behaviour

A course for distressed doctors, helping them learn to be more effective leaders without causing disruption along the way



An educational programme developed to address the specific needs of Consultants and GPs whose workplace behaviour has become problematic



Oxford Deanery Postgraduate Medical & Dental Education

# Registration Form

## The Reducing Conflict Behaviour Programme

**Cost: £500**

(for the full six days)

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Town \_\_\_\_\_

Position \_\_\_\_\_

Phone: (     ) \_\_\_\_\_

E-mail: \_\_\_\_\_

**Please note that full attendance is required at all 6 days of the course.**

Experience from the Vanderbilt programme shows that partial participation does not lead to the sought after improvements in behaviour.

Please make cheque for £500 payable to:  
'South Central Strategic Health Authority'  
and mail to:

**CDU Administration Office  
PO Box 58  
Bourton on the Water  
Gloucestershire GL54 2WJ**

**cdu@oxford-pgmde.co.uk  
www.oxforddeanerycdu.org.uk**

**Oxford PGMDE**

Oxford Deanery Postgraduate Medical & Dental Education

Take a moment to think about your life just now and see which of these questions apply to you:

- 1) Do you find yourself in conflict with your work colleagues?
- 2) Do you find yourself yelling at people?
- 3) Have you been accused of bullying or harassment?
- 4) Do you persistently arrive late for work?
- 5) Do you feel it is pointless to attend meetings?
- 6) Are your work relationships not as good as they could be?
- 7) Are you thinking of leaving medicine?
- 8) Have you been thinking 'there must be more to life than this?'
- 9) Are you feeling stuck?

If two or more are relevant to you, it is an indicator that this might be the time to pause and take stock of your life for the sake of your health, your career or your relationships.

**Have you ever wondered if there was anything you could do to change the situation?**

**Take some preventative action and don't wait until you hit the wall.**

## The Reducing Conflict Behaviour Programme

Is based on a highly successful programme developed at Vanderbilt University Medical Centre in Nashville, USA

### Objectives

- Teach new skills in the recognition and expression of emotions that lead to disruptive behaviour.
- Provide a syllabus of selected readings and resources for the distressed physician.
- Teach about the range of disruptive behaviour at work.
- Provide strategies for the prevention of inappropriate behaviour.
- Provide follow-up and support in maintaining behaviour changes.
- Evaluate the effectiveness of the course based on feedback from the workplace.

