



Royal College
of Physicians

Emerging Women Leaders Programme

2018/19 yearbook



Foreword



It gives me great pleasure to introduce the yearbook for our 2018/19 inaugural cohort of emerging women leaders. This newly established leadership scheme generates great pride across the Royal College of Physicians (RCP) as we say farewell to 12 dedicated and accomplished doctors who are developing their leadership skills as consultants.

This year we awarded 12 fellowships, generously funded by the Lord Leonard and Lady Estelle Wolfson Foundation, to female consultants within 10 years of certificate of completion of training (CCT) to undertake a programme of leadership, reflection and peer support to develop their leadership awareness and networking opportunities. Our main aims were to raise the profile of female leaders, develop a strong programme of peer support and mentoring to nurture female leadership in healthcare and to encourage each other to the next steps in leadership – what I often refer to as the leadership ‘nudge’.

It has been a pleasure to observe the 2018/19 cohort of emerging women leaders develop over the past year. The RCP is incredibly proud of their involvement and commitment to the fellowships and are delighted that every participant has taken further leadership roles as a result of the support that they have received from both the college and their peers.

We wish them the very best for the future and look forward to hearing about their leadership journeys in the years to come.

Dr Emma Vaux

Senior censor and vice president (education and training),
Royal College of Physicians



The Emerging Women Leaders Programme

The Emerging Women Leaders Programme is a flagship development programme commissioned specifically to address the under-representation of women in leadership roles within the RCP and the wider medical profession.

As result of a generous donation from the Lord Leonard and Lady Estelle Wolfson Foundation, we are able to award a total of 12 funded fellowships for the Emerging Women Leaders Programme.

Developed in 2018, the programme aims to develop the essential leadership knowledge, skills and behaviours to support participants in growing confidence in their abilities in order to be successful in future senior leadership positions within the NHS.

The 9-month programme achieves these aims through interactive workshops, access to mentoring from senior medical leaders, access to support from programme alumni, peer group support and through opportunities for professional networking.



Nerys Conway

**Consultant in acute medicine (3 years)
Royal Glamorgan Hospital,
Cwm Taf University Health Board**

‘I have learnt to encourage others about the importance of mentorship – that includes being a mentor as well as being mentored by others. I am now more confident to drive change within my organisation. It is important to set an example to the future female generation coming through.

After the programme, I will become the clinical lead of acute medicine in my hospital. I will also be participating in local work with less than full time trainees and creating a platform for networking.’

Megan Crofts

**Consultant in genitourinary medicine (2 years)
Unity Sexual Health Centre, University Hospitals
Bristol NHS Foundation Trust**

‘I have really gained from the networking opportunities and being surrounded by women who are in similar positions to me who have lots of different pulls on their time. I’ve gained inspirational ideas about how to manage work–life balance, but also balance within work. Having a safe space where difficulties at work can be discussed has helped me realise that the difficulties I might have are also very common with people in other specialties.

Throughout the year that I have been on the programme I’ve taken the role as leader for innovation and information technology in my department and I am considering a role in our national organisation to be a south-west representative.’





Clare Defty

**Consultant dermatologist (6 years)
Walsall Manor Hospital,
Walsall Healthcare NHS Trust**

‘Listening to the very inspirational women leaders who were speaking in the programme has changed my feelings and increased personal aspiration. I have found it very reassuring to learn that leadership development is not simply a linear progression, but rather taking and creating different opportunities.

I’ve found it really helpful to have a cohort of other clinicians at a very similar stage to me with very similar pressures in their lives. This has proved to be a supportive group, all with different experiences, and a great forum for discussing challenges faced.’

Sarah Haney

**Consultant in respiratory medicine (8 years)
Wansbeck Hospital, Northumbria Healthcare NHS
Foundation Trust**

‘It’s given me the confidence to take a step back and see where I am going and how I can develop. It’s also given me the confidence to speak up in regional meetings and make my voice heard. I am hoping to develop a new service for our hospital.’





Natasha Jones

**Consultant in sports and exercise medicine (9 years)
Oxford University Hospitals NHS Foundation Trust**

‘The programme has made me reflect on my style of leadership and think about certain things I have got wrong in the past, reflect on what my strengths are and how I should maximise those. I had been a consultant for 8 years and before that I was a GP. Although I have been in a few leadership roles, I have never had any real training in leadership.

In the future I’m hoping to develop my senior leadership role in our faculty – this programme will be really useful in helping me to do that.’

Ruth Law

**Consultant geriatrician (5 years)
Whittington Hospital,
Whittington Health NHS Trust**

‘Networking with the other women, particularly within the action learning sets where we have problem-solved together, has been particularly excellent. In terms of my leadership journey so far, I joined this programme at a real turning point where I had just taken on some quite big new roles.

With help from my mentor, I’ve dealt with issues around imposter syndrome and challenging conversations as part of my new role as clinical lead in my department. Moving onwards it’s going to be about looking for new opportunities – exploring branches on the way up. Since completing the programme I am delighted to have been elected to RCP Council.’





Shuli Levy

Consultant geriatrician (3 years)
Hammersmith Hospital,
Imperial College Care NHS Trust

‘It has been wonderful to meet so many inspiring women leaders and become part of a cohesive group of future physician leaders. I have learnt a huge amount about leadership styles, approaches to problem-solving, optimising individuals within a team and how to work with others to plan and strategise.

I am now excited about further leadership opportunities, both within my trust and outside, that may develop.’

Marina Loucaidou

Consultant nephrologist (10 years)
Hammersmith Hospital,
Imperial College Care NHS Trust

‘I was sceptical about coming to a women-only leader programme but it has been amazing. One of the main highlights was meeting other inspirational women at similar stages in their careers and establishing that we all have the same challenges in our workplace. It has been a safe space to open up and discuss issues and challenges that women face in balancing their career and family life. The problem-solving aspects of the course have been great – I now put these into practice in my everyday working life.

I highly recommend this course for anyone in the early stages of their consultant career, and urge colleagues to let go of their fears of coming to a women-only course and apply.’





Joanne Morris

**Consultant in acute medicine (8 years)
Prince Charles Hospital,
Cwm Taf University Health Board**

‘As a result of this programme I have started to say yes to roles whereas beforehand I would have probably said no due to a lack of confidence. I am now chairing working groups that a year ago I probably wouldn’t have felt capable of doing.

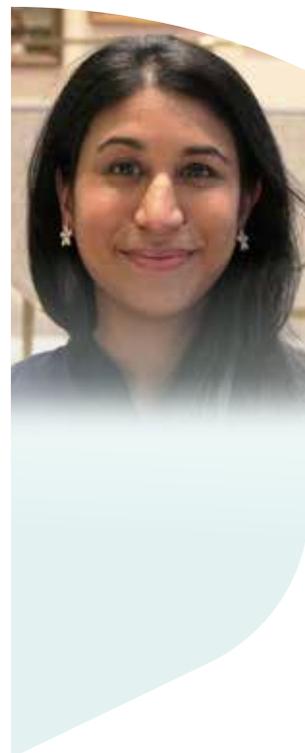
This programme has definitely inspired me. We’re all capable and we’re all very good at what we do, but we all put too much pressure on ourselves and think that we are less capable than we are; we need to learn not to do this! It’s been amazing learning from everyone else’s experiences that we are all in this together.’

Selena Singh

**Consultant in sexual health and HIV (4 years)
Barts Health NHS Trust**

‘This programme has been 9 months of really supportive empowerment; I think that’s really important for new consultants, particularly women.

It’s been inspirational to hear from strong female leaders who basically got where they are by being practical, getting the job done and knowing who to speak with. It has been really refreshing to hear that it’s not all about being ‘tough’ to climb the ladder – it’s just about practical solutions.’





Pippa Watson

**Consultant in rheumatology and
honorary senior lecturer (6 years)
Wythenshawe Hospital, University Hospital
of South Manchester NHS Foundation Trust**

‘I’ve been really inspired by the speakers and my colleagues. The action learning sets have been particularly useful and there are several things I have already put into practice – it’s a technique I will continue to use.’

Halfway through the programme I became the clinical lead for rheumatology at my hospital and the programme has been really useful to support me in my new role.’

Faye Wilson

**Consultant orthogeriatrician (5 years)
Sunderland Royal Hospital, City Hospitals
Sunderland NHS Foundation Trust**

‘The main things I have got out of this programme are transferable skills in terms of people management and team leadership, and inspiration from meeting women who have achieved so much over their career paths.’



Afterword

This course was designed to use mentorship from within the RCP, with networking, role modelling and leadership development. One of our outcome measures was successful applications to leadership posts within 24 months of the programme, which has been achieved by many of the fellows. One fellow was elected to RCP Council following the Emerging Women Leaders Programme – a fantastic achievement.

At the end of this year I have seen all of the 12 fellows grow in confidence, name their multiple achievements in leadership locally and nationally, and actively support each other.

I hope that they will continue this support and extend it to their local peers in the future. They are wonderful ambassadors for the programme!

Dr Harriet Gordon

Emerging Women Leader
ambassador lead 2018



The RCP Education Directorate have thoroughly enjoyed working with such a positive and committed group of women who have endeavoured to support and inspire one another.

The final celebration, held at the RCP on the final day of the programme, showcased how much the leaders have developed to improve their leadership styles and impact while supporting their female colleagues in healthcare.

We would like to thank them all for their engagement and look forward to seeing them around the college in the coming months.

The Education Directorate

Royal College of Physicians



For further information, visit
[www.rcplondon.ac.uk/education-practice/
courses/emerging-women-leaders-programme](http://www.rcplondon.ac.uk/education-practice/courses/emerging-women-leaders-programme)

Royal College of Physicians,
11 St Andrews Place,
Regent's Park, London NW1 4LE

Education Directorate

Tel: +44 (0)20 3075 1353

Email: education.courses@rcplondon.ac.uk



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