

Leadership in Partnership

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Dr Nigel Watson

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- ▶ Chief Executive Wessex LMCs – 3,000 GPs, 450 practices, population 3,500,000
- ▶ GP in a large practice in New Forest – 1987 – 2019 – was Managing Partner for about 8 years
- ▶ Now on Emergency practitioner list – vaccinating and working on hypertension.
- ▶ Member of GPC
- ▶ Board Member of Hampshire and IoW STP
- ▶ Board Member of Dorset STP
- ▶ Member of SE England Clinical Senate
- ▶ Wessex Cancer Alliance Board Member
- ▶ Co-chair National Hypertension home monitoring implementation Group
- ▶ Clinical Lead Hampshire IoW Covid Vaccination Programme

Characteristics of a good organisation

- Innovation and development
- Communication
- Relationships
- Trust
- Respect
- Teamwork
- Vision
- Leadership

What are the characteristics of a good leadership

- Integrity
- Ability to delegate
- Communication
- Self awareness
- Gratitude
- Learning agility
- Influence
- Empathy
- Courage
- Respect

Be the leader you want to follow

Quick exercise

- ▶ Are you an extrovert or and introvert?
- ▶ Are you a leader or a follower?
- ▶ Should you have a 'Senior Partner' or a 'Managing Partner'?
- ▶ Can you train someone to be a leader or are the born with leadership qualities?
- ▶ Who are the leaders in your practice team?

GP Partnership Review

- Risk
 - Indemnity
 - Premises
 - Unlimited liability
- Workload
 - Clinical
 - Non-Clinical
- Workforce
 - GP
 - Nurse
 - Others
- Status
 - Specialty/GMC



What did we find?

- Worked with BMA, RCGP, NHS England and Department Health and Social Care
- Met with huge number of GPs, Practice Managers and other practice staff
- Visited many practices – the good, the innovators and those really struggling
- Met many different organisations
- Met with Government advisors including the Prime Ministers Health Advisor
- Many of the recommendations have been implemented

Key messages from GPs

- Younger
- Older
- Mid Career

The myths – The Partnership model

- Is this finished?
- Does the Government want a salaried model?
- Younger GPs do not want to be a partner?

Discussions