



# RCP Doctors as Leaders accreditation

## Assignment guidelines

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For learners who wish to complete the **RCP Doctors as Leaders accreditation**, please read this document and download the appropriate **assignment template** from the RCP website, by following [this link](#).

### Eligibility

The RCP Doctors as Leaders accreditation is open to all doctors who attend our leadership workshops. There is no need to apply, simply book onto **two workshops** from the leadership series, which can be attended in any order, to be automatically enrolled for the accreditation. The workshops are career-stage dependant so choose the appropriate pair of workshops for your level of experience.

**Residents and SAS doctors of equivalent experience** should attend the two 'fundamentals' workshops: [Fundamentals of Leading Others for Doctors](#) and [Fundamentals of self-leadership for doctors](#)

**Consultants and SAS doctors of equivalent experience** should attend the two 'senior level' workshops: [Developing Yourself as a Senior Medical Leader](#) and [Leading teams and culture in senior medical roles](#)

### The assignment process

The RCP Doctors as Leaders assignment involves you reflecting upon two topics areas from each of the workshops you attended (four reflections in total).

You should type under each of the headings on the template provided in continuous prose. The word count for the whole assignment is approximately 1,000 words.

Please submit your assignment as a Microsoft Word document with your name and surname as a file name.

### Timeframe

Following completion of both workshops, please complete the short reflective assignment, which should be submitted to the RCP for review 3-12 months following attendance at the second workshop. Assignments will not be accepted after this timeframe, unless an extension has been pre-arranged.

We accept assignment submissions throughout the year, please email [education.courses@rcp.ac.uk](mailto:education.courses@rcp.ac.uk) when you are ready to submit. Assignments are reviewed and you can expect to receive your results and feedback within 12months of your submission date.

## The Medical Leadership Competency Framework (MLCF)

In your assignment you will be asked to consider areas of strength and areas of weakness and explain what you have done to further develop as a leader using the Medical Leadership Competency Framework (MLCF) to help you. This is shown below for your reference:

### Demonstrating Personal Qualities

1. **Developing self-awareness** – being aware of your own values, principles and assumptions, being able to learn from experience.
2. **Managing yourself** – organising and managing yourself while taking account of the needs and priorities of others.
3. **Continuing personal development** – learning through participating in continuing professional development and from experience and feedback.
4. **Acting with integrity** – behaving in an open, honest and ethical manner.

### Working With Others

5. **Developing networks** – working in partnership with patients, carers, service users and the representatives, and colleagues within and across systems to deliver and improve services.
6. **Building and maintaining relationships** – listening, supporting others, gaining trust and showing understanding.
7. **Encouraging contribution** – creating an environment where others can contribute.
8. **Working within teams** – having a clear sense of roles, responsibilities and purpose. Being willing to lead the team, involving the right people at the right time.

The full document can be found here:

<https://www.leadershipacademy.nhs.uk/wp-content/uploads/2012/11/NHSLeadership-Leadership-Framework-Medical-Leadership-Competency-Framework-3rd-ed.pdf>