



<p>Title of the project</p>	<p>Transforming the primary care workforce by shifting cultural trends through enriching educational provision for everyone.</p>
<p>Sponsor Name, Title, Host Organisation</p>	<p>Dr Christopher Warwick, Head of GP School & Deputy Head of Primary & Community Care Education, Health Education England Kent, Surrey & Sussex</p>
<p>Explain the project in one sentence</p>	<p>Identifying and enabling cultural changes to transform primary care by liberating GP training programmes – enriching opportunities to improve clinician recruitment, retention and wellbeing.</p>
<p>Tell us about the project and sponsor in no more than 175 words</p>	<p>Lord Darzi described General Practice as the ‘jewel in the NHS crown’. Years of challenging conditions have created an increasingly despondent, disillusioned workforce – burning out at ever earlier stages of their professional careers.</p> <p>Newly-qualified professionals, often feel fit for practice, but not fit for <i>purpose</i> at the end of their training. With unprecedented future change in how healthcare is delivered to an ageing and increasingly complex population, clinicians need a paradigm shift in the range of skills they possess, well beyond the traditional clinical model which has served us well for decades. Finding a new enriching approach, acceptable to learners, teachers and patients is the heart of this project. Digital advances in healthcare, and learning, and generational differences mean missed opportunities to re-write the</p>

	<p>methods we use to prepare professionals for <i>their</i> future lives.</p> <p>The incentives which have dominated primary care culture need to shift from transactional to developmental. The Darzi fellow will have free reign to explore how the next generation of primary care clinicians can best be supported to develop to their full potential.</p> <p>Dr Warwick has vast experience agitating the status quo, leading the primary care training network across KSS. His visionary quest to bring realism to the establishment makes him perfectly placed to open any door the Darzi fellow might need to lead the revolution.</p>
<p>What skills or attributes are you looking for in a fellow?</p>	<p>We're looking for</p> <ul style="list-style-type: none"> • A commitment to patients, and to the values of the NHS constitution • An inquiring mind • A dissatisfaction with 'that's how we always do it' • A commitment to making learning better for the <i>learners</i>, not just the teachers • Ability to visualise the future working landscape • A love of technological solutions to tricky challenges • Charismatic communication skills to effectively lead a process of change • Boundless enthusiasm for making an impact • Resilience when faced with reluctance and caution • A desire to understand how systems and networks function, and how they can be best utilised to influence the wider culture of the NHS
<p>Who to contact? (Please include a brief bio, contact details and photo)</p>	<div data-bbox="815 1666 954 1854" data-label="Image"> </div> <p>Dr Christopher Warwick, Head of GP School, HEE KSS</p> <p>Christopher.warwick@hee.nhs.uk</p>

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Dr Warwick is a KSS-trained GP and now Head of KSS GP School who cares passionately about empowering current and future generations of primary care professionals to rise to any challenge the healthcare system requires to deliver world-class care to every patient in the region. The right person, with the right skills, in the right place at the right time. Every time. A recent graduate of the NHS Leadership Academy 'Nye Bevan' Programme, his understanding of the responsibility for HEE to confidently lead the workforce into new ways of working makes this a great opportunity to better understand healthcare education, change management and leadership and the personal self-awareness great leadership requires.