

**Women in Intensive Care Medicine:**

Emerging Leadership Programme (WICMEL) Application Pack

**Factsheet**

Dear Colleagues,

Thank you for expressing an interest in the Women in Intensive Care Medicine Emerging Leadership (WICEML) Programme. There is funding for four successful candidates for this Fellowship that will run for from October 2023 to July 2024.

The programme comprises of four components:

1. Development days.
* An Introduction Day at the Faculty to meet the Mentors, WICM chair and the WICMEL content lead, with talks centred on leadership skills and roles of the committee members followed by attendance at a Board meeting and an informal “meet the Board” reception.
* Four Virtual meetings held during the course of the programme chaired by one of the WICMEL fellows along with an input of the Fellow’s mentor. The meeting agenda include review of educational content progress, social media projects relating to WICMEL and WICM and a chosen focused discussion on leadership topics.
* An opportunity to attend at least two meetings of any of the committees of the Faculty. These can be tailored to the Fellow’s interests. Pre and post discussion with the Chair for the Fellow to augment learning.
* End of Programme Day at the Faculty. A half day meeting with invited speakers discussing with the Fellows various aspects of leadership in the public and private sector industries
1. Working closely with a mentor from the Faculty Board or FICM Committees who will be there for support and advice as well as reviewing with the Fellow, the progress of the learning goals.
2. Action Learning Sets
* The Faculty fully funds the educational content of the Fellowship.
* This Open University/Future Learn short course is delivered over 13 weeks. It provides an introduction to leadership and management. The course combines research and evidence-based training with good practice principles and tools. This course focuses on the Fellow’s professional development and offers the opportunity to apply the learning to their own situation. During the course, the Fellow will create an action plan to convert the learning into tangible action; addressing challenges in the workplace and developing skills that can be immediately applied to the workplace to facilitate change, empower teams, add value and make a difference. Throughout the course there are weekly activities to support and consolidate the learning. At the end of the course, the Fellow will submit an assessment which is marked and graded by academic experts from The Open University.
* For further information please see the Future Learn website. <https://www.futurelearn.com/microcredentials/agile-leadership-and-management>
1. Networking Opportunities at WICM meetings such as Striking the Balance and meetings organised by other intensive care societies where WICM have been invited to speak and contribute to discussions on EDI in ICM.

It is recommended that potential WICMEL applicants discuss their interest in applying for the fellowship with their Clinical Lead to ensure they have the support of their department to dedicate the appropriate time to the fellowship

If you do decide to apply, you will need to complete an application form by **14 August 2023** along with a short version of your curriculum vitae.

We will undertake shortlisting soon thereafter with announcement of successful fellows in early September 2023.

If you have any further queries, please do not hesitate to contact us at wicm@ficm.ac.uk.

**Application**

**WICMEL**

The WICMEL Fellowship will provide women with an opportunity to become familiar with the leadership roles at Faculty Board, Committee and Sub Committee level and develop their own leadership skills through a programme of mentoring and online learning.

This year-long fellowship will allow the successful candidates to be exposed to Faculty activities and become familiar with the everyday operation of the Faculty. Each Fellow will be allocated a Mentor who is a member of the Faculty Board. The mentor will provide support throughout the programme. They will be given opportunities to attend a Board meeting, a committee meeting with their mentor and a sub-committee meeting that aligns with their interest.

**Eligibility**

**Number of places:** 4

**Grade**: Consultant or SAS within 3-5 years of appointment to post.

(We welcome applications from those working less than full time)

**Membership:** Fellow of FICM / Associate Fellow of FICM.

**Previous experience:** Those with limited leadership experience.

**The Fellowship**

**Duration:** One academic year – running from October to July

**Introduction Day**: Welcome from Dean/Vice Dean, WICM Chair and WICMEL clinical content lead.

Programme of talks centred on leadership skills, goal setting for the programme, and conduct of Board and committee meetings including roles of Chair, chairing skills and the roles of committee members.

Attend Board meeting followed by informal ‘Meet the Board’ reception.

**Commitment:** Six days in total with induction day and final WICMEL day being in person at the Faculty.

Four virtual WICMEL meetings with the opportunity to work with your mentor to agree an agenda, a focus topic as well chair the WICMEL meeting.

Additional Faculty activities spread across the year include attendance at FICM committees with your mentor and attendance at FICM subcommittees meetings tailored to Fellow’s interests.

**Learning material:** The Faculty fully funds a short online course from Open University/Agile Business Consortium course titled Agile Leadership” to complete during the Fellowship year. Details of the course objectives can be found on the link.

[Agile Leadership and Management – Professional Development Course - FutureLearn](https://www.futurelearn.com/microcredentials/agile-leadership-and-management)

**Assessment:** Fellows will meet with their mentors and formulate leaning objectives for the fellowship. These will be reviewed at regular points during the fellowship. There will be a final Fellows day at the end of the academic year which will bring fellows together with key members of Faculty to review achievement of learning objectives and set objectives for ongoing leadership development.

Fellows will be expected to complete feedback questionnaires on completion of the Fellowship programme.

The Future Learn short course has an integrated ongoing activity that is submitted at course completion which allows reflection on learning and how to use skills learnt in professional work life.

**Final day:** Meeting with mentors to review achievement of learning objectives and goal-set for the future.

Programme of talks from invited guest speakers

**Other potential involvement of fellows – social media and e-learning:**

* Blog for FICM website
* Articles for FICM Critical Eye/WICM newsletter
* Podcasting on behalf of WICM/FICM
* Involvement in WICM webinars and meetings

**TO APPLY**

Please submit the application form appended below. These will be shared with the appointment panel who will review applications and reach a consensus on those appointed.

Please send to **wicm@ficm.ac.uk** by **9am Monday 14 August 2023**.

**CONTACT**

If you have any questions or would like an informal chat about the programme, email us at **wicm@ficm.ac.uk** and we will get right back to you.

**WICMEL Application Form**

Please send a completed version of this *application form* along with a short version of your *curriculum vitae* and *clinical lead confirmation* to **wicm@ficm.ac.uk** by **14 August 2023**.

Consideration will be given to achieving a spread of appointments with respect to geographical region.

**Contact details**

Name

Address

Telephone

Email

**Professional Details**

Job Title

Grade

Date of appointment to current post

GMC Registration Number

College Reference Number

Entry into Specialist Register

Additional Specialty

Region

**Professional Activity**

Present professional commitments (max 400 words):

**Statement of Suitability**

* Why are you applying for this fellowship?
* How would you make the most of this opportunity?
* What are your initial personal and leaderships objectives?

(max 800 words):

**Confirmation from your Clinical Director in support of your application:**

***Data management:*** *We will share your application form securely with the appointment panel only. Your data will be stored securely.*