

Radcliffe Department of Medicine (RDM)

Nuffield Department of Surgery (NDS)

People-Centred Management Programme

2025 – 2026



People-Centred Management Programme

This programme covers

- ❑ *3 in-person workshops on Management Fundamentals, Managing Difference and Managing the Environment*
- ❑ *2 group coaching conversations*
- ❑ *2 refresher sessions*

Management Fundamentals: Master the essentials of inclusive management, from clarifying your role to building confidence in feedback and difficult conversations.

Managing Difference: Learn to embrace and leverage diversity by understanding different styles, motivations, and how to move beyond one-size-fits-all approaches.

Managing the Environment: Step back from daily firefighting to think strategically about creating sustainable, resilient working environments where your people can thrive.

Overview of the programme and dates:

SESSION	TIME	OVERVIEW	DATE	LOCATION
Kick-off group coaching session	10am – 12pm	<input type="checkbox"/> This opening session creates a supportive environment where you'll meet your fellow managers and expert coaches. You'll unpack your 360-feedback results with professional guidance, helping you recognise your unique management strengths and style. Together, we'll set clear, achievable goals for your management journey ahead.	Thursday 22 nd January 2026	Online
Module 1	1 day 9.30am – 5pm	<input type="checkbox"/> This first module helps you clarify your role and responsibilities as a line manager, moving beyond the uncertainty many managers feel. You'll learn the "3 S's" framework for creating psychologically safe teams and discover how to adapt your management style to different people and situations. We'll focus on mastering delegation and setting clear expectations, while building your confidence in giving effective feedback and having those difficult conversations you've been avoiding. You'll also develop coaching skills that build trust and connection with diverse team members.	Thursday 26 th February 2026	NDS Seminar Room Nuffield Department of Surgical Sciences Level 6, John Radcliffe Hospital
Module 2	1 day 9.30am – 5pm	<input type="checkbox"/> This module helps you understand different personality styles and communication preferences, so you can tailor your approach to each team member. You'll learn what truly motivates individuals and explore the crucial difference between equality and equity in practice. We'll address how to recognise and handle microaggressions in the workplace, giving you practical tools to support people from different backgrounds and experiences. This module is essential for managers working with diverse teams who want to move beyond a one-size-fits-all approaches.	Thursday 26 th March 2026	NDS Seminar Room Nuffield Department of Surgical Sciences Level 6, John Radcliffe Hospital

Overview of the programme and dates:

SESSION	TIME	OVERVIEW	DATE	LOCATION
Module 3	1 day 9.30am – 5pm	<input type="checkbox"/> This final management module helps you step back from the day-to-day interactions to think strategically about how to create an environment where your people can thrive consistently over time. You'll learn practical, science-backed strategies for managing pressure - both your own and your team's. We'll explore the realities of remote versus in-person management, helping you adapt your approach to work effectively in both scenarios. You'll practise advanced coaching techniques with real workplace situations. This module supports managers to move beyond constant firefighting and start building more resilient ways of working with their teams.	Thursday 23 rd April 2026	NDS Seminar Room Nuffield Department of Surgical Sciences Level 6, John Radcliffe Hospital
Group-coaching session	10am – 12pm	<input type="checkbox"/> This closing session helps you reflect on what you've learned on your leadership journey with your coaching group, sharing successes and challenges with peers. You'll create practical next steps for continued development and build connections with fellow managers for ongoing support. Most importantly, you'll take stock of your progress and leave with a clearer sense and appreciation of your unique strengths and your management approach.	Thursday 25 th June 2026	Online

Overview of the programme and dates:

SESSION	TIME	OVERVIEW	DATE	LOCATION
First Refresher Training	TBC	<input type="checkbox"/> These two refresher sessions, spaced a few months apart, help you embed and build on what you've learned. We recognise that real change takes time, and these sessions provide space to discuss what's working, what's challenging, and where you need additional support. The content for each refresher will be shaped by your experiences and the specific situations you're facing as you apply your new approaches. These sessions maintain the same supportive, peer-learning environment, giving you focused time to fine-tune your management approach and ensure the skills continue to serve you and your teams effectively.	Thursday 15 th October 2026	Online
Second Refresher Training	TBC	<input type="checkbox"/> These two refresher sessions, spaced a few months apart, help you embed and build on what you've learned. We recognise that real change takes time, and these sessions provide space to discuss what's working, what's challenging, and where you need additional support. The content for each refresher will be shaped by your experiences and the specific situations you're facing as you apply your new approaches. These sessions maintain the same supportive, peer-learning environment, giving you focused time to fine-tune your management approach and ensure the skills continue to serve you and your teams effectively.	Thursday 3 rd December 2026	Online