

My 5 year Learning & Development Vision

Name: Ellen

Date: July 2018

Pillar of practice	5 year vision	Ideas & steps to get there		Who can help me reach my goal (People, Organisation etc)
		First steps	Next steps	
	<i>Tips: Use the Career Development Framework and look at 2 Career Levels above your current Career Level to find some inspiration</i>	<i>Tips: Think about your short term goals</i>	<i>Tips: Steps to get you closer to your 5 year vision</i>	<i>Tips: Identify sources of help and support to fulfill your 5 year vision</i>
Professional Practice Pillar Identified Career Level: 04	Lead in a specific area with some responsibility for service and team performance (6) Responsibility for supervision of staff or students (6)	Actively contribute to service improvement (5): Identify a task as part of Preceptorship programme Contribute to training staff Deliver session at local university	Identify and run projects/ specific tasks to manage e.g. audits, new systems, (re) design new intervention group, working group. Share and defend viewpoint in a range of situations (6) Respond to queries and complaints (6) Complete Practice Educator course Later on, supervise staff if appropriate	Preceptor Practice Educator course at local university to provide this Supervisor Line manager Team/MDT Local occupational therapy higher education institutions Appraisal cycle and planning

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Facilitation of Learning Pillar Identified Career Level: 04	Record CPD and identify benefit and impact (6) Develop and evaluate educational resources (6) Contribute to professional networks (6)	Complete CPD and record as part of Preceptorship Collaboration with RCOT on Career Development Framework to share my learning of using it as a tool to guide my learning and development with others Identify with supervisor educational learning resources to develop/ re-design Contribute to professional networks e.g. OTalks, RCOT consultations, specialist groups/section	Complete CPD portfolio showing evidence of supporting myself and others to learn Facilitate in-service sessions and / or sessions with occupational therapy student groups and societies	For CPD recording - RCOT tools, TRAMm tools Preceptorship, Appraisal, Supervision Educational resources and professional networks - keep up to date with requests for involvement e.g. via OT News, RCOT R & D bulletin, Twitter, etc.

Access the Career Development Framework: Guiding Principles for Occupational Therapy 2017

<https://www.rcot.co.uk/cpd-rcot>

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Leadership Pillar Identified Career Level: 03	Provide leadership to promote the profession (5) Manage workload independently Manage climate which impacts service delivery (5) Effectively use existing partnerships across organisations and agencies (5)	Opportunities to promote profession e.g. RCOT/HEE OT Ambassador project with school leavers Take part in OT week Manage a designated workload, and within complex and changing systems (4): complete Preceptorship Suggest alternative ways to get work done (4): in team meetings, in Supervision Partnerships: cross-agency work as part of work role	Taking more responsibility in professional networks e.g. apply for position in RCOT region group or a local Specialist Section Develop skills through Leadership course Take on opportunities to show leadership amongst other professions and stakeholders, promoting the profession and managing climate e.g. consultation/working groups Develop partnerships through collaboration opportunities e.g. with students, universities: events, resources, consultation	OT projects to promote occupational therapy, use of social media Preceptorship scheme Supervisor/Line manager Leadership courses e.g. NHS Leadership Academy, Online options e.g. OU, University of Warwick Working parties, consultation groups Local charities, training institutions, other professions and agencies involved in service network

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Evidence, Research & Development Pillar	Disseminate evidence including effective writing for a range of situations with more experienced colleagues (5)	Submit dissertation research for publication with MSc Supervisor	Present at a study event	NIHR/HEE Clinical Academic Programme e.g. Internship
Identified Career Level: 03	Identify evidence gaps and contribute to the formulation of critical question(s) which warrant further research, audit or service evaluation, considering policy drivers and future research priorities (5)	Write an article for OTnews on a learning event	Present at a conference	Opportunities for research in area of work e.g. found through R&D bulletin, national charities/bodies, NHS research priority areas
	Contribute to grant applications and awards with support from more experienced colleagues (5)	Take part in an audit	Take up opportunities for research in work-place with colleagues	Funding sources e.g. NIHR, Wellcome Trust, RCOT awards
			Lead an audit and sharing results/ implications	Partnership with institutions with specialist staff e.g. university departments
			With experienced colleague, identify gap for development/ research and apply for funding and/or as part of applying for NIHR clinical academic programme	

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