



# Continuous Professional Development

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# بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

عن عائشة رضي الله عنها أن رسول الله صلى الله عليه وسلم قال:

” إن الله يحب إذا عمل أحدكم عملاً أن يتقنه“

“Allah loves when one of you to do it well”

رواه الطبراني

# Contents

1. Competence and its different levels
2. Continuous Professional Development (CPD)
3. Reflection and reflective practice
4. Mentorship
5. Roles of mentor and mentee.
6. Professionalism and mentorship

# SPECIFIC OBJECTIVES

1. Describe Competence
2. Identify different levels of competence?
3. Recognize essential elements of continuous Professional development
4. Apply the reflective learning in day to day learning
5. Describe the concept of Mentoring.
6. Identify the roles of Mentor and Mentee.
7. Recognize what is to be expected from Mentoring
8. Practice the professionalism through Mentoring.

# What is CPD examples for it

*Think in pairs*

# What is CPD?

CPD refers to any activity, formal or informal, that helps you ***develop your skills and knowledge, and enhances your professional practice.***

CPD has been defined as “a process of ***lifelong systematic learning*** for all individuals and teams which meets the **needs of patients** and delivers the ***health outcomes and healthcare priorities*** of the institute and which enables professionals to expand and fulfil their potential”.

# Examples of CPD

- training courses and workshops
- studying for a qualification or accreditation
- online courses/webinars/podcasts
- observation (as either observer or person being observed)
- mentoring
- peer group exchange, eg via TeachMeets/ Twitter groups/Google groups/professional exchange
- visiting other schools/colleges
- attending exhibitions and conferences
- international visits and exchanges
- self-reflection, personal reading or research.

# Who is responsible for CPD?

- *personal* responsibility to keep up to date
- *institute* has a responsibility to ensure that our team keeps up to date.



# Introduction: *Why CPD*

- Health system cannot deliver high quality ***patients' care*** without a well-trained health workforce of sufficient capacity and competencies/ capabilities

**stay-up-to date with technical advances and new clinical approaches. This is to ensure safe and effective practice.**



<http://teresachinn.co.uk/is-nursing-competence-evident-online/>

# Features of effective CPD

- **Personalised** – ie built on individual identified needs and requirements.
- **Relevant** – relates to your teaching theory and/ or subject specialism and the needs of learners.
- **Sustained** – New skills and ideas need time to take hold; experimentation and refinement is the best way to embed new ideas into your classroom practice.

# *Features of effective CPD....cont.*

- **Supported** – by coaching or mentoring from experienced colleagues.
- **Collaborative** –with your fellow teachers and colleagues

# Core competencies

The national competence framework that has been developed by medical schools in the Kingdom of Saudi Arabia (SAUDI MEDS)

Saudi Meds: A competence specification for Saudi medical graduates

RANIA G. ZAINI, KHALID A. BIN ABDULRAHMAN, ABDULAZIZ A. AL-KHOTANI, ABDOL MONEM A. AL-HAYANI,

IBRAHIM A. AL-ALWAN & SADDIG D. JASTANIAH

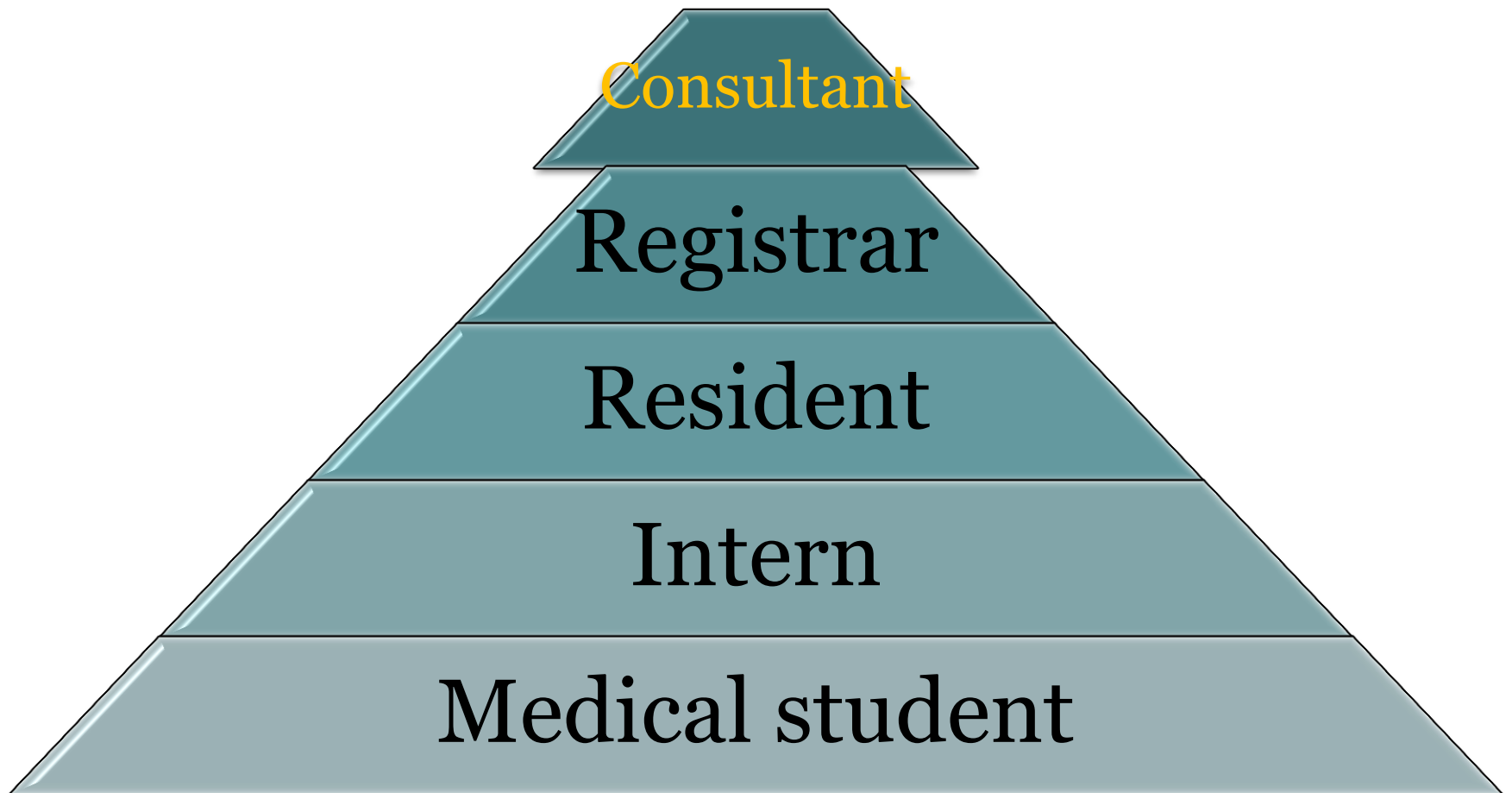
Medical Teacher, 2011; 33: 582–584

## Saudi Meds

Competency – based curriculum



# Levels of competence:



# Levels of competence



# Think, Pair & Share

Every five of you.

What is your  
definition of

COMPETENCE ?



## Definition of competence:

“The **ability** to **perform** a **specific task** in a manner that **yields desirable outcomes**”.

# Different Aspects of Competence

*Knowledge*

*Skills*

*Abilities*

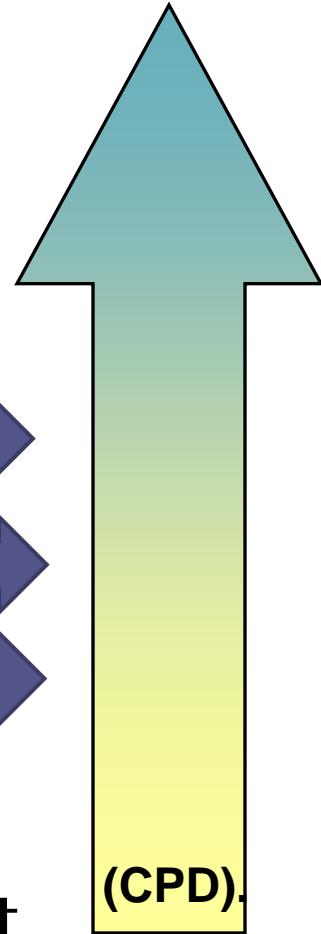
- Competence develops over time and is nurtured by reflection on experience

# How is competence acquired:

- It is gained in the healthcare professions through:

- *pre-service education*
- *in-service training*
- *work experience*

**Continuous Professional Development  
(CPD).**



# **Think Pair & Share**

**Every five of you**

**Are you involved in CPD ?**

# How can we achieve CPD?

•

**Lecture programs**

**Conferences**

**Workshops**


**CME courses**

**Others .....**

# How can we achieve CPD?

**Many methods have been tried in  
the past**

**Currently, Reflective Practice/Learning  
is the most favoured**



# What is the Reflective Learning



# Reflective practice

Reflective practice concept is a practice-based professional learning in which students, trainees, and doctors learn from their ***own professional experience*** rather than just knowledge transfer.

Reflection is a ***metacognitive*** process that creates greater understanding of both ***the self and the situation*** so that future actions can be informed by this understanding.

# What is Metacognition?

Cognition about cognition

Thinking about thinking

Knowing about knowing

It is an awareness and understanding of one's own thought process.

# Reflection

- Reflection relates to a complex and deliberate process *of thinking about and interpreting* experience, in order *to learn from it*.
- Reflection : stages e.g.
  - An awareness of uncomfortable feeling
  - Examination of situation
  - Exploration of alternative actions
  - Reflective thoughts results in action

# What is Reflective Learning? Cont:

**Systematic revisiting of a learning  
experience with a view to learn from it**

## Why reflection?

**Key to become a lifelong learner – if not  
most learning opportunities are lost**

# **Reflective log: a simplified version**

- 1. What is the learning event?**
- 2. What did I learn?**
- 3. What more do I have to learn?**
- 4. How can I learn it?**
- 5. Evidence for further learning /  
change of practice?**

## **A scenario (3) :**

- A 55 year old man came to clinic with complaint of low back pain (LBP).
- You have examined his back which was OK. His height was 160 cm, and weight is 100 kg.
- You would like to manage this patient's LBP contributed due to his excess body weight.

# Example (LBP)

- 1. Learning experience** – This obese person who needed to reduce weight.
- 2. What did I learn?** Learned how the patient's activities have been affected by obesity.
- 3. What do I have to learn more?** Did not know the advice that should be given to the patient with a given BMI. Are there guidelines for interpreting BMI?
- 4. How do I learn it?** Refer a book/article. Talk to the dietician.
- 5. Evidence / change of practice** – BMI was accurately interpreted. Patient was advised about the dietary/lifestyle changes and referred to an obesity clinic. References of books referred.

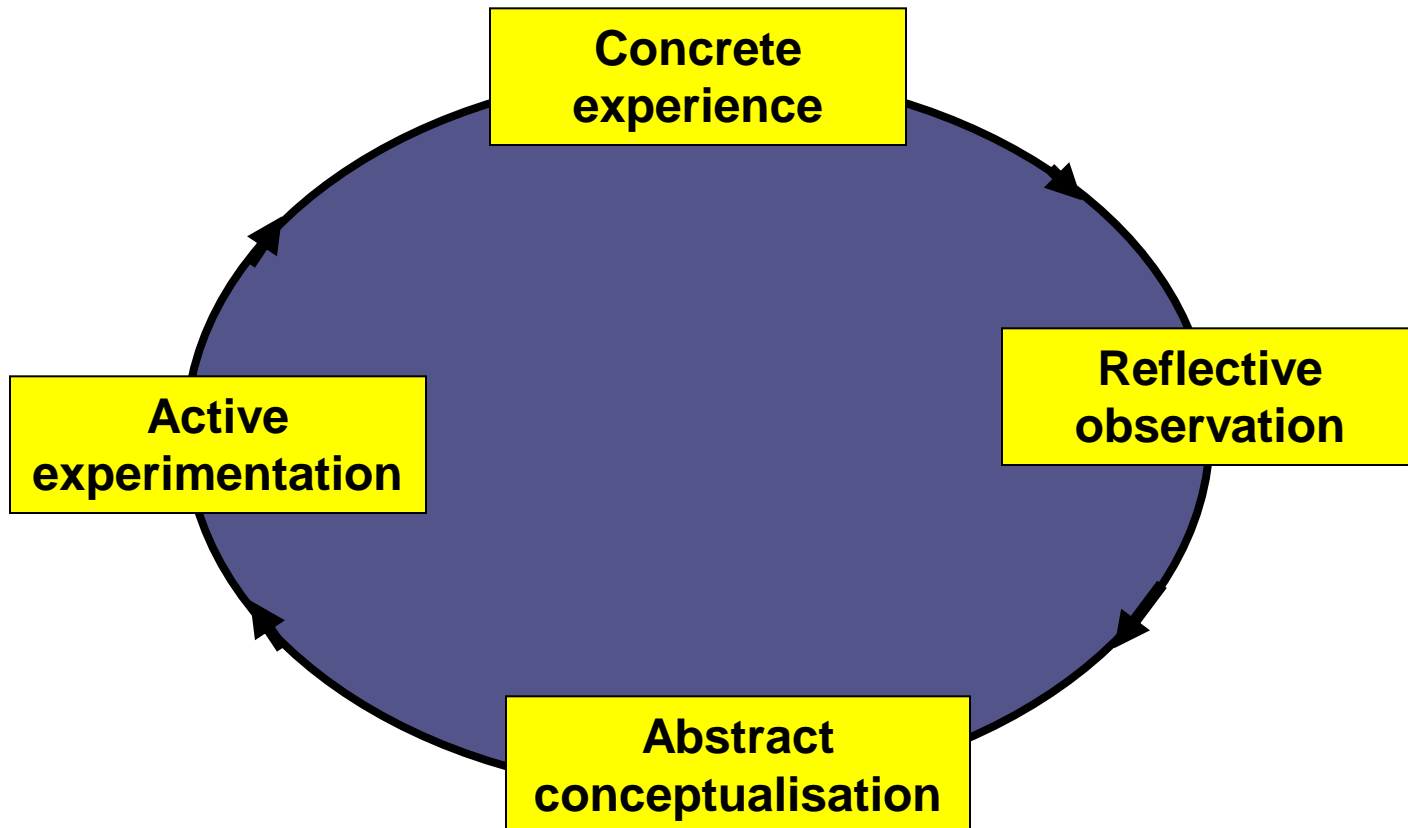
# Reflective practice

- 1. Reflection-in action**
- 2. Reflection-on action**

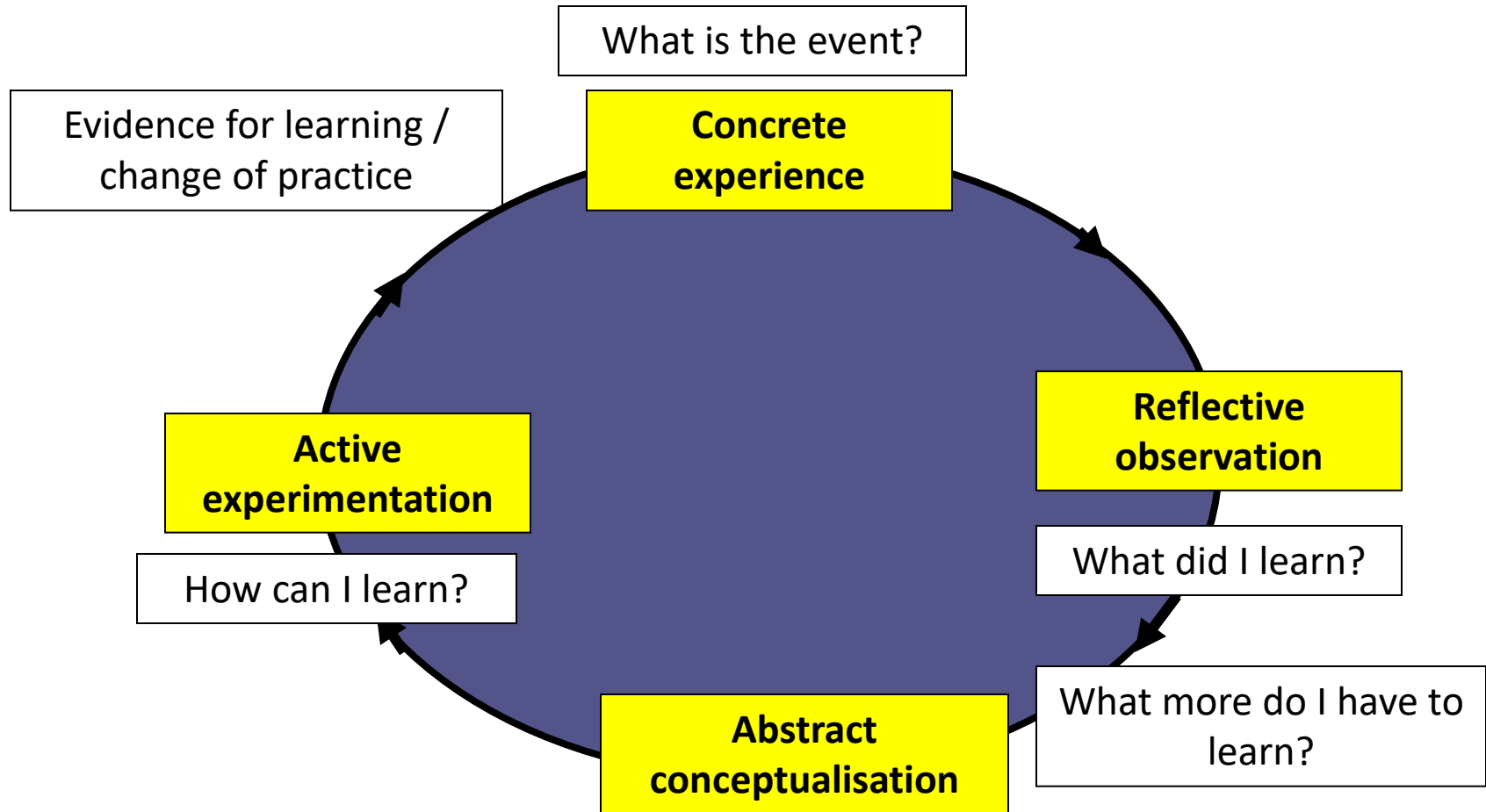


# Reflection - cyclical process

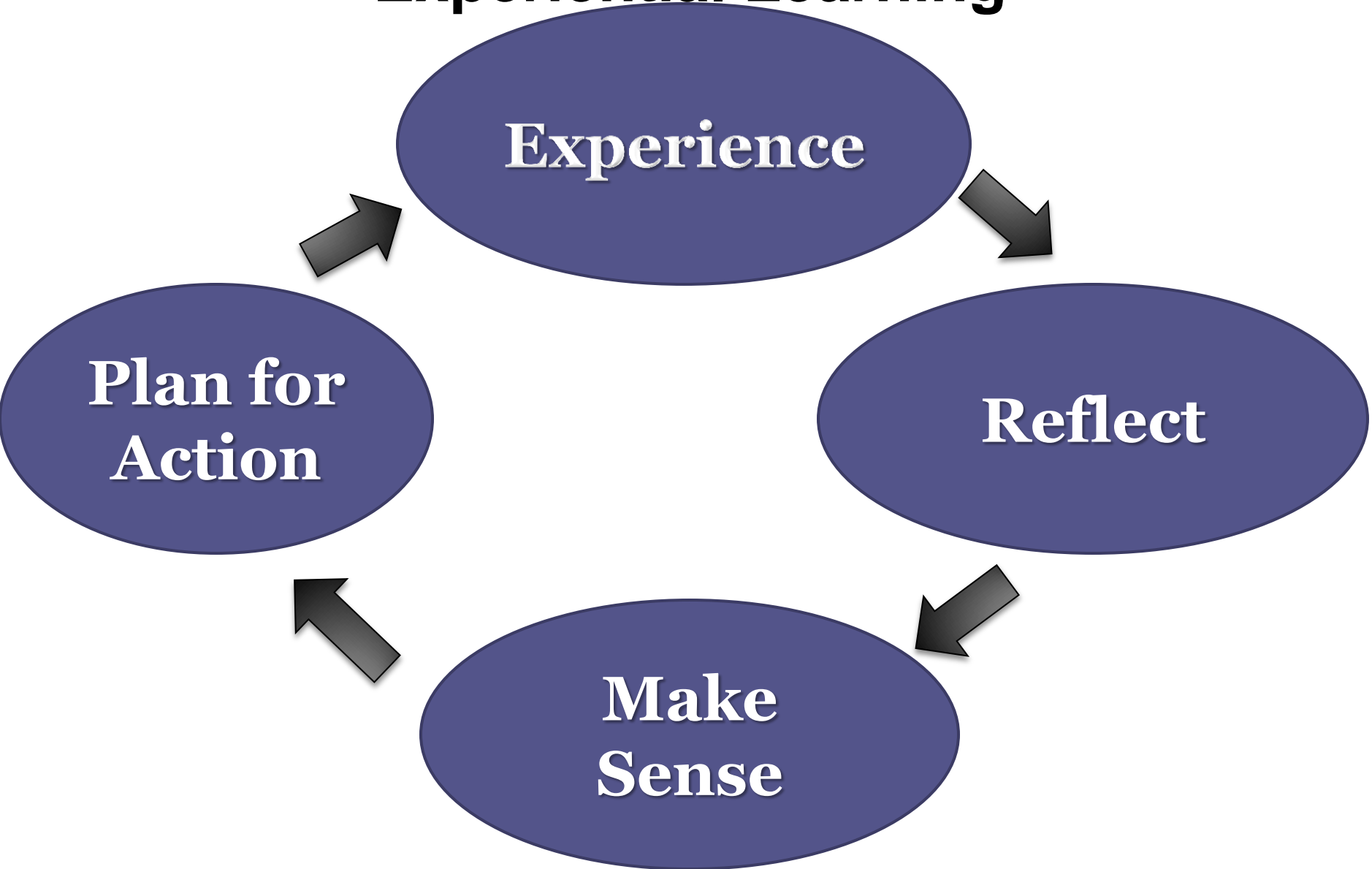
## Kolb's cycle



# Reflection



# Experiential Learning



# Long Life Learning (LLL)

Medical students need to be effective lifelong learners in order to continue to develop personally and practice professionally.

This demands an ***encouragement of diverse learning styles.***

It means applying adult learning principles, student autonomy, self-learning, experiential learning reflective learning, computer assisted learning, distance learning, e-learning, use of skill learning laboratories.

***What is the Life long learning  
and give examples***

***Think in pairs***

# What is lifelong learning?

- it's voluntary, rather than compulsory, and is completely self-motivated – with the main goal being to **improve personal or professional** development.

# How is it learned?

- Lifelong learning can be through formal training, or something less structured.
- By instruction or coaching, but also includes any form of self-taught learning.
- Our daily interactions with our colleagues, and the knowledge and behaviors we learn both inside and outside of work, can be classified as lifelong learning.

# What are some examples of lifelong learning?

- Internships
- Professional courses
- Teaching yourself a new language
- Studying a new subject
- Learning to use new pieces of technology
- Playing a new game or sport
- Adding to your skillset during employment
- Gaining knowledge and learned behaviors from your environment



# What are the benefits of lifelong learning?

- To gain a new qualification
- To add to your transferable skills
- To increase your employability and promotion prospects
- To earn more money
- To fill a skills gap
- To broaden your knowledge
- To better contribute to the community
- Mental stimulation
- Personal and professional satisfaction

# Tips for lifelong learning

- Utilise technology –online resources, eBooks, distance learning course, join forums to continue your development.
- Ask your employer – for personal development planning.
- Stay motivated
- Add some structure – Try setting aside the ***same amount of time for studying each night***, or ***each week***, make sure you stick to it, and try and write down a goal for each session. Take your learning seriously, and you're far more likely to stick to it.

# *Tips for lifelong learning...cont*

- Take every opportunity – It isn't just a new certification you can gain from lifelong learning. There are plenty of opportunities out there to add to your knowledge, from taking a class in the local community centre, to joining reading groups or even watching webinars.
- Don't make excuses –there are ***no barriers to lifelong*** learning. Free courses, nothing stopping you simply picking up a book and learning about a new subject. So, no matter how young or old you are, and no matter how much time you have, there's something out there for you.

# *What is monitoring*

*Think in pairs*

# Mentoring Definition

- ‘Off-line help by one person to another in making significant transitions in knowledge work or thinking’ (Clutterbuck 1990)
  - ‘To help and support people to manage their own learning in order to maximise their potential, develop their skills, improve their performance and become the person they want to be’ (Parsloe, 1992)

# Rationale

To support the **professional growth** of the individual who is in the **early stage** of their career and to **promote excellence in teaching & learning, research and academic leadership**

# What can Mentoring do?

Mentoring can help Mentees to:

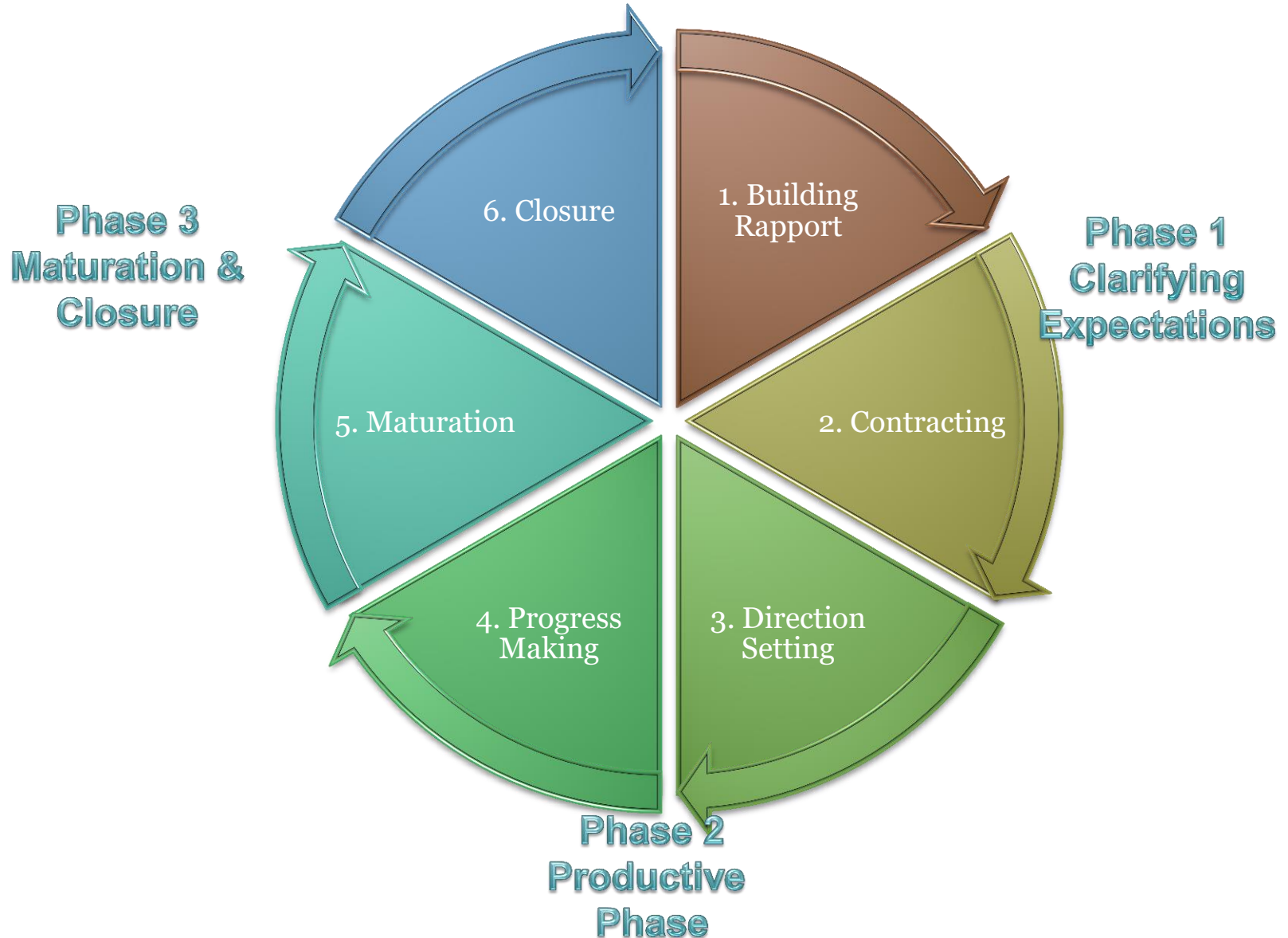
- Address the issues and concerns of their daily working life and find solutions that work for them
- Improve their level of performance and satisfaction levels
- Build relationships with colleagues and feel part of the community
- Manage the integration of job, career and personal goals

# Mentoring Principles

- Engagement is on a voluntary basis for both the Mentor and the Mentee
- The Mentoring relationship is confidential
- Mentoring is non-directive in its approach
- It is a relationship built upon trust and mutual respect
- The Mentor empowers the Mentee to take responsibility for their own learning and career development
- The relationship places no obligation on either party beyond its developmental intent



# Mentoring Cycle



# The Mentoring Cycle

1. Rapport-building: Developing mutual trust and comfort
2. Contracting/Ground Rules: Exploring each other's expectations of mentoring
3. Direction-setting: Agreeing initial goals for the relationship
4. Progress making: Experimentation and learning proceed rapidly
5. Maturation: Relationship becomes mutual in terms of learning and mentee becomes increasingly self-reliant.
6. Closure: Formal relationship ends, an informal one may continue

# Skills Required By Mentors

- Ability to build rapport with the mentee
- Communication skills
- Feedback skills
- Questioning skills
- Listening skills
- Interpersonal skills

# How Mentors Help Others Learn

- **‘The Guide’**                      **Hands on guidance, explaining how and why; creating opportunities to learn**
- **‘The Challenger’**              **‘Making Waves’; challenging, stimulating, questioning, probing**
- **‘The Role Model’**                **Unseen, largely unfelt. The Mentee unconsciously adopts aspects of the mentor’s thinking behaviours and/or style**

Summary:

***Competence***

*Acquired through*

***Continuous Professional Development***

*Acquired through*

***Reflection & Reflective Practice***

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# THANK YOU VERY MUCH



All  
the Best

شكرا

