



Programme Outline

2026/27

IrishCollegeofGPs.ie



Contents

Introduction	3
Our Partners	4
Empowering GPs: Leadership for the Future	5
• Programme Overview	5
• Learning Outcomes	6
• Target Audience	6
• What to Expect	7
Timeline.....	15

Introductions for GP Leadership Academy



DR DEIRDRE COLLINS, CHAIR

As a GP member and having taken Leadership roles, most recently as immediate past Chair of the Board of the College, a leadership academy for GPs that is run and overseen by the College is invaluable in supporting personal development for members. This will enhance their careers, their practice teams, the College and our communities.

We are already leaders, and this programme is designed to enhance our skillset and give us the confidence to lead from the front and to develop leadership skills essential for thriving in a complex health system. The programme will support GPs to drive change and shape the future of general practice. The course will help how you understand yourself as a leader, leadership styles, and where GP leaders sit within teams, organisations, and systems.

This is an exciting but challenging time for general practice, and it is my hope that the Irish College of GPs' Leadership Academy will better prepare us all for the future and to allow us to continue to deliver the best care possible for our patients.



MR FINTAN FOY, CEO

I'm delighted to reintroduce the Irish College of GPs Leadership Academy. This is an exclusive initiative designed specifically for our College members. This programme has been developed to empower GPs with the leadership skills, strategic insights, and confidence needed to drive positive change within their practices, community, and the wider healthcare system.

Through expert-led sessions, interactive discussions, and practical learning, the academy will provide invaluable opportunities for professional growth and collaboration. We are committed to supporting our members in their leadership journeys, ensuring they are well-equipped to navigate the evolving landscape of general practice.

We look forward to welcoming you to new participants in September 2026.

Our Partners

TRINITY COLLEGE DUBLIN



At Trinity College Dublin, the University of Dublin we provide a liberal environment where independence of thought is highly valued and all are encouraged to achieve their potential. We promote a diverse, interdisciplinary, inclusive environment which nurtures ground-breaking research, innovation, and creativity through engaging with issues of global significance. Located in a beautiful campus in the heart of Dublin's city centre, Trinity is Ireland's highest ranked university. It is home to 22,000 undergraduate and postgraduate students across all the major disciplines in the arts and humanities, and in business, law, engineering, science, and health sciences.

MASON HAYES AND CURRAN

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Mason Hayes & Curran is a business law firm with 120 partners and over 600 staff. The firm understands the challenges international organisations face when investing or locating in a foreign country. Mason Hayes & Curran assists these organisations during their initial establishment and in meeting their ongoing legal and commercial imperatives. The head office is in Dublin, Ireland, with offices also located in London, New York, and San Francisco, three of Ireland's most important conduits for inward investment to Ireland. Corporate social responsibility is a natural fit with the way Mason Hayes & Curran does business. The firm invests in society and communities through a range of focused programmes.

CROWE



Crowe is a multi-faceted practice serving a broad spectrum of indigenous and international businesses and not-for-profit organisations across a diverse range of industry sectors. Crowe has succeeded by keeping abreast of the needs of Irish business. With over 80 years' experience, we have an unrivalled understanding of the Irish business environment and an unparalleled global service thanks to the strength and reach of our international network. Based in Dublin, the practice has grown to 19 partners and over 200 staff, ranking in the top ten accountancy and business advisory firms in Ireland. We are proud of our success, which is a reflection of the service we provide and the lasting client relationships we have developed. We are ambitious for the future, looking to find new ways we can help our clients make smart decisions today that create lasting value for tomorrow.

Empowering GPs: Leadership for the Future

Programme Overview

The **Irish College of GPs' Leadership Academy** is designed to equip general practitioners (GPs) with the leadership skills necessary to thrive in today's complex healthcare environment. The programme focuses on empowering GPs by providing them with the essential tools, knowledge, and confidence to lead effectively within their practices and beyond. This programme differs from another available leadership course as it was designed specifically for GPs.

As a GP, your role extends far beyond patient care. You are a leader within your practice, your team, and your community. The Irish College of GPs' Leadership Academy recognises the growing challenges faced by GPs in balancing clinical responsibilities with practice management and team leadership. This programme is specifically designed to support you in developing strategic, managerial, and communication skills that will enhance your professional impact and contribute to improved patient outcomes.

Through a collaborative and interactive learning environment, participants will engage with peers, share leadership experiences, and explore real-world solutions to common challenges in general practice. The academy will also introduce key leadership frameworks and best practices, ensuring that participants leave with practical strategies that can be immediately applied to their practices.

By participating in the Irish College of GPs' Leadership Academy, you will not only strengthen your leadership capabilities but also join a network of like-minded GP leaders who are committed to shaping the future of primary care in Ireland. The contribution fee for participating in this programme is €2000.





Learning Outcomes

Participants of this programme will:

- Develop essential leadership and management skills tailored to the context of general practice.
- Develop skills to balance general practice responsibilities with leadership duties;
- Learn strategies to manage risks and implement innovative practice improvements; and
- Build a strong peer network of like-minded GPs for ongoing collaboration and support.

Target Audience

The target audience for this programme includes:

- **Established General Practitioners:** Experienced GPs seeking to refine their leadership skills and management techniques.
- **Emerging GP Leaders:** GPs preparing to take on leadership roles within their practices and the wider healthcare environment.

What to Expect

Orientation Session

The programme begins with a comprehensive welcome event, providing participants with an overview of the programme, its objectives, and expected outcomes. This event will feature a Fireside Chat – an informal, facilitated conversation with an experienced professional, designed to encourage open discussion, practical insights, and reflective learning rather than a formal presentation.

- **Leadership Experience Sharing:** An interactive session where participants meet, discuss, and learn from each other's leadership experiences. The Irish College of GPs will facilitate this discussion to create a collaborative and supportive learning environment.



Introduction to Leadership Theories

This session introduces participants to core leadership theories and helps them begin to understand their own leadership style in the context of general practice.

- The session will support participants to understand where GP leaders sit within teams, practices, organisations and the wider healthcare system.
- By the end of the session, participants will have a stronger foundation for self-reflection and for applying leadership theory to day-to-day practice challenges.



Business Leadership Skills: Part One

This session introduces GP leaders to the core business skills needed to manage, develop and sustain effective general practices.

- **Building a stronger practice foundation:** Participants will explore key business strategy concepts, including planning, resourcing and operational decision-making within the realities of general practice.
- **Linking leadership to sustainability:** The session will help participants connect leadership choices to practice performance, team sustainability and long-term service resilience.

Communication in Leadership: Part One

This session builds participants' team communication skills, with a focus on leading meetings, providing constructive feedback and managing expectations within practice teams.

- **Strengthening day-to-day communication:** Participants will explore practical techniques for communicating clearly, leading effective meetings and creating stronger alignment within practice teams.
- **Building confidence in leadership conversations:** The session will support participants to provide constructive feedback, manage expectations and approach leadership conversations with greater confidence and clarity.



Leadership and Well-being

This interactive session focuses on developing the leadership awareness, judgement, and behaviours that support effective decision-making and help minimise the risk of issues escalating within general practice.

- **Leading with awareness and accountability:** Participants will explore the importance of transparency, fairness, and consistency in leadership approaches, and how these principles contribute to a positive and well-managed practice environment.
- **Proactive approaches to risk:** The session will support participants in recognising early signs of potential challenges, fostering open communication, and responding to issues thoughtfully to reduce the likelihood of conflict or escalation.

Navigating Legal Challenges in Leadership

This interactive session helps participants understand the legal responsibilities and challenges that can arise for leaders in general practice.

- **Understanding legal responsibilities:** Participants will explore key legal considerations relevant to leadership, practice management and employment-related decision-making.
- **Managing risk with confidence:** The session will support participants to recognise when legal issues may arise, approach challenges in a structured way and know when to seek advice.



Business Leadership Skills: Part Two

This follow-up session builds on the first business leadership session and develops participants' ability to apply business thinking to practice leadership, followed by a fireside chat.

- **Deepening business capability:** Participants will further explore business planning, practice development and the operational choices that support sustainable general practice.
- **Turning strategy into action:** The session will help participants translate business leadership concepts into practical steps for their own practice setting, supported by a fireside chat.

Communication in Leadership: Part Two

This second communication session gives participants the opportunity to reflect on real leadership communication challenges and develop more advanced approaches.

- **Managing difficult conversations:** Participants will explore communication challenges such as conflict management, feedback and maintaining constructive dialogue under pressure.
- **Applying communication tools:** The session will support participants to test practical approaches using examples from general practice and healthcare leadership.

Leading Change in Practice

During this session, participants will explore how GP leaders can lead practical change, support innovation and respond effectively to the evolving needs of general practice.

- **Leading practice change:** Participants will examine how to identify opportunities for improvement, engage colleagues and support change within their own practice environment.
- **Encouraging innovation:** The session will consider how GP leaders can assess new ideas, adapt to emerging developments and introduce improvements that strengthen practice operations and patient care.
- **Managing implementation:** Participants will explore how to move from idea to action by planning change carefully, managing risk and maintaining team engagement throughout the process.



Leadership Challenges in Healthcare

This session explores the leadership challenges facing general practice and the wider healthcare system in Ireland.

- **Understanding the wider system:** Participants will examine the pressures, opportunities and system-level issues that influence leadership decisions in healthcare.
- **Broadening leadership perspective:** A guest speaker will provide valuable perspectives on leadership and its impact on healthcare delivery, followed by a fireside chat to expand discussion on leadership across General Practice, Medicine and the business world.



Strategy in Action

This session focuses on strengthening participants' ability to apply strategic thinking skills to their practice context, including horizon scanning, identifying emerging trends, and making informed decisions to support service development and improvement.

- **Horizon scanning and strategic awareness:** Participants will develop skills in identifying external trends, risks, and opportunities that may impact their practice, enabling more proactive and informed leadership.
- **Applying strategy in practice:** The session will explore how to use strategic insights to shape priorities, support service improvement, and respond effectively to evolving patient, organisational, and system needs.

Leading to the Future

The programme culminates with final project presentations, where participants showcase leadership initiatives developed through the Academy and reflect on their growth, achievements and future leadership ambitions.

- **Recognising achievement:** A certification of completion ceremony will recognise participants' accomplishments and mark the formal conclusion of their Leadership Academy journey.
- **Continuing the leadership journey:** Following completion, participants will become part of an alumni network offering ongoing support, networking opportunities and a platform for continued collaboration.

Ongoing Throughout the Programme

Throughout the year, participants benefit from several continuous learning opportunities outside of the scheduled sessions:

- **Monthly mentorship check-ins:** Discussions on leadership challenges and progress.
- **Moodle access:** Comprehensive resources, including recorded sessions, templates, and case studies for self-paced learning.
- **Change Implementation Project:** Participants will be guided through the development of their Change Implementation Project during programme sessions. This project will be an ongoing assignment beginning early in the programme, with participants expected to progress work independently between sessions, culminating in a final presentation to the group.
- **In-person sessions:** Lunch will be provided at each in-person session, beginning 30 minutes in advance of the scheduled start time, offering an opportunity for informal networking and peer connection.
- **CPD, Practice Review and Study Leave:** The programme provides 27 Accredited CE credits, opportunities to self-record additional Work-Based Learning credits, guidance on using the Change Implementation Project towards PCS Practice Review requirements, and eligibility for 5 days of GMS study leave.



Pre- and Post-Session Preparation and Reflection

In addition to the direct contact time in each session, participants will undertake independent work throughout the programme. This non-contact time includes:

- **Pre-Session Preparation:** Reviewing materials and getting ready for upcoming sessions.
- **Post-Session Reflection:** Consolidating learning and applying insights.
- **Change Implementation Project:** A ongoing assignment that begins early and is developed between sessions and presented to the group during the final session.

Furthermore, there will be a mentoring engagement to reflect on leadership challenges and progress.

This structure ensures that learning is continuous and applied, with independent work playing a vital role in reinforcing and deepening the in-session content



Timeline

Year	Month	Date	Times	Format	Session	Description / Outcomes
2026	September	Wednesday 9th	2 - 5pm	In-person	Orientation Session	Formal start of the programme, icebreaker session to mix, meet and understand participants' goals for the programme followed by a fireside chat
2026	September	Wednesday 23rd	2 - 4:30pm	In-person	Introduction to Leadership Theories	An introductory session to understand the underlying theories of leadership to let participants begin to understand their own leadership style
2026	October	Wednesday 7th	2 - 4:30pm	In-person	Business Leadership Skills: Part One	Focus on the essential business skills for GP leaders for the management and development of thriving practices
2026	October	Wednesday 21st	1 - 2 pm	Online	Communication in Leadership: Part One	Session focused on effective communication skills of leaders
2026	November	Wednesday 11th	2 - 4:30pm	In-person	Leadership and Well-being	Session focused on leading with positive well-being at the centre of all activities
2026	November	Wednesday 25th	1 - 2 pm	Online	Navigating Legal Challenges in Leadership	Interactive session exploring the leadership principles, awareness, and behaviours that support responsible decision-making and reduce risk in General Practice, followed by a fireside chat.
2026	December	Wednesday 9th	2 - 5pm	In-person	Business Leadership Skills: Part Two	A follow up session to focus on further essential business skills for leaders followed by a fireside chat
Christmas Break						
2027	January	Wednesday 13th	2 - 4:30pm	In-person	Communication in Leadership: Part Two	A follow up session to share and reflect on communication challenges for leaders such as conflict management
2027	February	Wednesday 10th	1 - 2 pm	Online	Leading Change in Practice	Looking at strategies for how to implement change with a GP practice
2027	March	Wednesday 10th	2 - 5pm	In-person	Leadership Challenges in Healthcare	Navigating and exploring challenges for leaders with the healthcare sector in Ireland and followed by a fireside chat
2027	April	Wednesday 7th	1 - 2 pm	Online	Strategy in Action	Developing and applying strategic thinking skills, including horizon scanning, to support GP leaders in responding to emerging challenges and opportunities.
2027	April	Wednesday 21st	1 - 5pm	In-person	Leading to the Future	Final project presentation, fireside chat and certification of completion ceremony

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