



Programme Outline

2025

IrishCollegeofGPs.ie



Contents

Introduction	3
Our Partners	4
1 Empowering GPs: Leadership for the Future	5
1.1 Programme Overview	5
1.2 Learning Outcomes	6
1.3 Target Audience	6
1.4 What to Expect	7
Timeline.....	12

Introductions for GP Leadership Academy



DR DEIRDRE COLLINS, CHAIR

As a member of the College and more recently as Chair of the Board, it has been an ambition to establish a leadership academy for GPs and one that is run and overseen by the College. I am delighted that we are now at this stage and very excited for what this academy can do for my colleagues and their practice teams, the College and our communities.

As GPs we are already leaders, and this programme is simply 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 also help how you understand yourself as a leader, the notion of 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 am delighted to introduce the GP Leadership Academy, 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 this exciting new programme.

Our Partners

TRINITY



Trinity College Dublin
Coláiste na Tríonóide, Baile Átha Cliath
The University of 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

The logo for Mason Hayes & Curran, consisting of the text 'MASON HAYES & CURRAN' in white capital letters on a blue square background.

MASON
HAYES &
CURRAN

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 IRELAND



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 13 partners and around 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.

1. Empowering GPs: Leadership for the Future

1.1. 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. Our 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 €1000.





1.2. 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.

1.3. Target Audience

The target audience for this programme includes:

- **Established General Practitioners:** Experienced GPs seeking to refine their leadership skills and management techniques.
- **Aspiring General Practitioners:** Emerging leaders who are preparing to take on significant leadership roles within their practices.



1.4. What to Expect

1.4.1. Programme Kick-off

The programme begins with a comprehensive welcome event, providing participants with an overview of the programme, its objectives, and expected outcomes. This event features a keynote address by a representative from the Board of the Irish College of GPs, who will share inspirational insights on leadership within GP practices, setting the tone for the months ahead.

- **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.

1.4.2. Leadership Foundations and Team Communication

The second phase focuses on establishing strong leadership foundations and enhancing communication skills. During the first workshop, participants delve into essential leadership skills tailored for practice management.

- This session will look at the basics of complying with your employment law obligations, how to manage performance and conduct issues and how to deal with complaints by or about your employees. It will also give you the tools to start and manage often difficult conversations with employees. This session will be delivered by **Mason Hayes and Curran**.
- A business planning session will be conducted with a guest speaker from **Crowe Ireland**: Participants are introduced to foundational business strategies, tailored to the unique challenges of healthcare practices.
- Throughout this period, participants continuously self-reflect, revisiting their insights’ profiles and receiving feedback from peers and mentors to refine their leadership approaches.

1.4.3. Communication Mastery

Participants build advanced team communication skills through a dedicated workshop in the communication mastery phase.

- This session emphasises techniques for:



Leading meetings



Providing constructive feedback



Managing expectations within practice teams

- During this time, participants will also begin monthly mentorship check-ins with senior GP leaders to provide personalised guidance, allowing participants to discuss leadership challenges and set tailored development goals.
- This session will be delivered by Leadership Coach, Elaine Russell.

1.4.4. Leadership in Action

The leadership in the action phase equips participants with the tools to lead quality improvement initiatives within their practices.

- The workshop focuses on:



Identifying areas for operational improvement



Implementing strategic changes



Managing transitions effectively

- A guest speaker session will be in collaboration with **Trinity College Dublin**, who provides valuable perspectives on leadership and its impact on healthcare delivery.

1.4.5. Leading Change and Innovation

During this phase, participants explore the complexities of navigating healthcare policy and driving innovation.

- The workshop emphasises:



The role of GPs as advocates for policy change and leaders of innovation within their practices



Insights into emerging trends, including the integration of Artificial Intelligence in healthcare

- This session will bring you through the complex and novel legal issues arising out of the use of GenAI and AI scribes in the healthcare space. It will look at the data protection challenges in particular as well as potential new obligations under the AI Act. This session will be delivered by **Mason Hayes and Curran**.

1.4.6. Preparing for the Future

The penultimate phase focuses on future-proofing practices and preparing participants for career advancement.

- The workshop explores strategies to:



Adapt to advancements in healthcare technology and evolving business models



Take actionable steps for professional growth

- Guest speakers from **Crowe Ireland** return to provide a second, in-depth session on financial planning. This session delves deeper into creating long-term business strategies to ensure sustainable and resilient practice management.

1.4.7. Graduation and Next Steps

The programme culminates with the presentation of capstone projects, where participants showcase leadership initiatives implemented within their practices, highlighting their growth and achievements.



- A graduation ceremony recognises their accomplishments, with participants receiving certificates of completion.
- Following graduation, participants are invited to join an alumni network, offering ongoing support, networking opportunities, and a platform for collaboration.
- The programme also includes options for post-programme mentorship to continue fostering leadership development.



1.4.8. 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.
- **E-portfolio access:** Comprehensive resources, including recorded workshops, templates, and case studies for self-paced learning.
- **Business Strategy Development:** Participants will be guided through developing a business strategy in sessions. It is anticipated that participants will work independently on their business strategy between sessions.
- **Feedback:** As this is the programme of the Leadership Academy, we will be engaging with participants throughout to gather input to enhance and improve the programme for future iterations.

1.4.9. Non-Contact Hours

In addition to the direct contact time in each of the sessions, participants are expected to complete approximately 10 hours of 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.
- **Business Strategy Development:** A major ongoing assignment that begins early and is developed between sessions.

Furthermore, there will be an optional mentorship engagement, which will include monthly check-ins 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	Organisations	Description / Outcomes
2025	September	Wednesday 10 th	2 - 5 pm	In person	Kick off	Irish College of GPs	Formal start of the programme, participants meet and mix
2025	September	Wednesday 24 th	1 - 2 pm	Online	Leadership Foundations and Team Communications	Mason, Hayes and Curran	This session will look at the basics of complying with your employment law obligations while give participants the tools to start and manage often difficult conversations with employees.
2025	October	Wednesday 8 th	2 - 4 pm	In person	Leadership Foundations and Team Communications	Crowe	Part one of business planning with Crowe Ireland starting with an introduction to key concepts of a business strategies
2025	October	Wednesday 22 nd	2- 4 pm	In person	Leadership Foundations and Team Communications	Crowe	Part two of business planning Session with Crowe Ireland where participants begin developing their business strategies
2025	November	Wednesday 12 th	1 - 2 pm	Online	Communication Mastery	Leadership Coach	Session focused on Leading meetings, providing constructive feedback and managing expectations
2025	November	Wednesday 26 th	2 - 4 pm	In person	Communication Mastery	Leadership Coach	Follow up session to expand and share thought in person on the theme of communication in healthcare
Christmas Break							
2025	January	Wednesday 14 th	1 - 2 pm	Online	Leadership in Action	Trinity College	Leadership and its impact on healthcare
2026	February	Wednesday 11 th	1 - 2 pm	Online	Leading Change and Innovation	Mason, Hayes and Curran	This session will bring you through the complex and novel legal issues arising out of the use of GenAI and AI scribes in the healthcare space.
2026	March	Wednesday 11 th	2 -4 pm	In person	Preparing for the Future	Crowe	Returning to focus on business models and business planning
2026	April	Wednesday 15 th	4:30 - 6 pm	In person	Graduation and Next Steps	Irish College of GPs	Final group discussion with reflection on the year and graduation, participants become alumni of the Leadership Academy

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