Professional development framework webinar

22 May 2024

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Housekeeping

- Justyna Szeller (RCSLT Host) is on hand to help with any technical queries; you can get in touch with her via the chat button.
- You can send in questions to our speakers today by using the Q&A button.
- This event is being recorded and will be made available on the RCSLT website along with the presentation slides.

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Introduction

Vicky Harris
Head of Learning, RCSLT

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The framework in practice

Dr Stephanie Tempest

Project Lead
Professional Development Framework
(co-creation phase)

stephanie tempest consultancy limited

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Novice to expert / generalist to specialist

Figure 6: the relationship between level of practice and scope of practice

- Novice
- Generalist
- Expert
- Specialist

Where do you place yourself?

Advanced generalist
Novice specialist
My career story so far - an example

1. 1997 - NQP
2. Clinical Specialist in Neurosciences
3. New role: Lecturer
4. Experienced academic and researcher
5. New role: RCOT Professional Development Manager
6. Experienced strategic leader
7. New role: Business owner / AHP and L&D consultant
8. Today: sometimes I feel like an expert (and sometimes I don’t!)
Time for step away from career ladders
What is growth-based career planning?

A concept to encourage us to explore and legitimise a range of career possibilities to support workforce retention including:

- Vertical moves
- Lateral moves
- Consolidation
- Portfolio career planning

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How do we support growth-based career planning?

- Conceptualise careers as individual rivers that contribute to the broader health and care ecosystem.

- Kawa (river) model
  - River flow
  - Riverbanks
  - Rocks
  - Driftwood
  - Spaces

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Nature of career development and career progression

“A career ladder creates no value except for the person climbing it, while a career river feeds an entire ecosystem... If you embrace your career as a river instead of a ladder, you’re better able to confront the obstacles. I’d rather live in a professional world of rivers, where we all can go with the flow together.”

(Thoreson, 2021)
Using the Professional Development Framework in practice

Career conversations at every stage

- Pre-registration learners - 2024/25 workstream
- **Newly qualified practitioners - 2024/25 workstream**
- Appraisals / Development Reviews
- Moving sectors / lone working / emerging roles
- Considering areas for your own growth
- At any transitional point in your career
Live learning

Mark Singleton
Learning and Development Manager,
RCSLT

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Questions
Evaluation
Thank you

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