

You Are Not A Frog

CPD & Reflection Log



Episode 9:

Podcast notes

In this episode, Rachel is joined by Ben Gowland, Director of Ockham Healthcare and host of The General Practice Podcast.

We chat about why changes work or fail - it's often dependent how we do the change rather than what we are trying to change, so how we make changes is a really important part of how we run our practices.

We talk about the best approach to change and discuss how John Kotter's book suggests starting with a focus on the problem, helping colleagues to see the reason that the change is needed and creating a sense of urgency. We discuss why GPs can so often neglect to see the need for change and talk about how to create a common narrative around what needs to change.

Podcast links

[The General Practice Podcast](#)

<https://ockham.healthcare>

Follow Ben on twitter [@BenXGowland](#)

[Our Iceberg is melting](#) – John Kotter

The Model For Improvement <https://improvement.nhs.uk/documents/2142/plan-do-study-act.pdf>

[Sign up for downloadable CPD reflection forms plus more tools and resources](#)

For more episodes of You are not a frog, check out our website www.youarenotafrog.co.uk and [sign up to our mailing list](#) here for loads of useful resources about thriving at work.

Follow Rachel on twitter [@DrRachelMorris](#) or [LinkedIn](#) and find out more about her online and face to face courses for doctors on surviving and thriving at work at www.shapesfordoctors.com or for other organisations at www.wildmonday.co.uk

What three key things have you learned from listening to this podcast?

--

--

Is there anything you can use from this podcasts that will help you to help others?

--

What are you going to do now?

--

How will you know if this has made a difference?

--

CPD time claimed:

--

For more episodes of You are not a frog, check out our website www.youarenotafrog.co.uk follow Rachel on twitter @DrRachelMorris and find out more about her online and face to face courses on surviving and thriving at work at www.shapesfordoctors.co.uk Get more reflection forms and useful stuff about thriving at work by signing up to the Shapes Collective here