

Ways to Build Your Own E&D Relevant CPD Programme

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Key Session Objectives:

- Identify & share good E&D CPD practice
- Review your own current practice

Session Structure

Chatham House Principles

Introductions

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Designing Your E&D CPD Programme

There are 3 key stages:

Stage 1: Preparatory

- Rationale/objectives & values
- Data gathering and analysis (TNAs)
- Resource identification
- Strategic/operational link
- Action planning

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Stage 2: Implementation

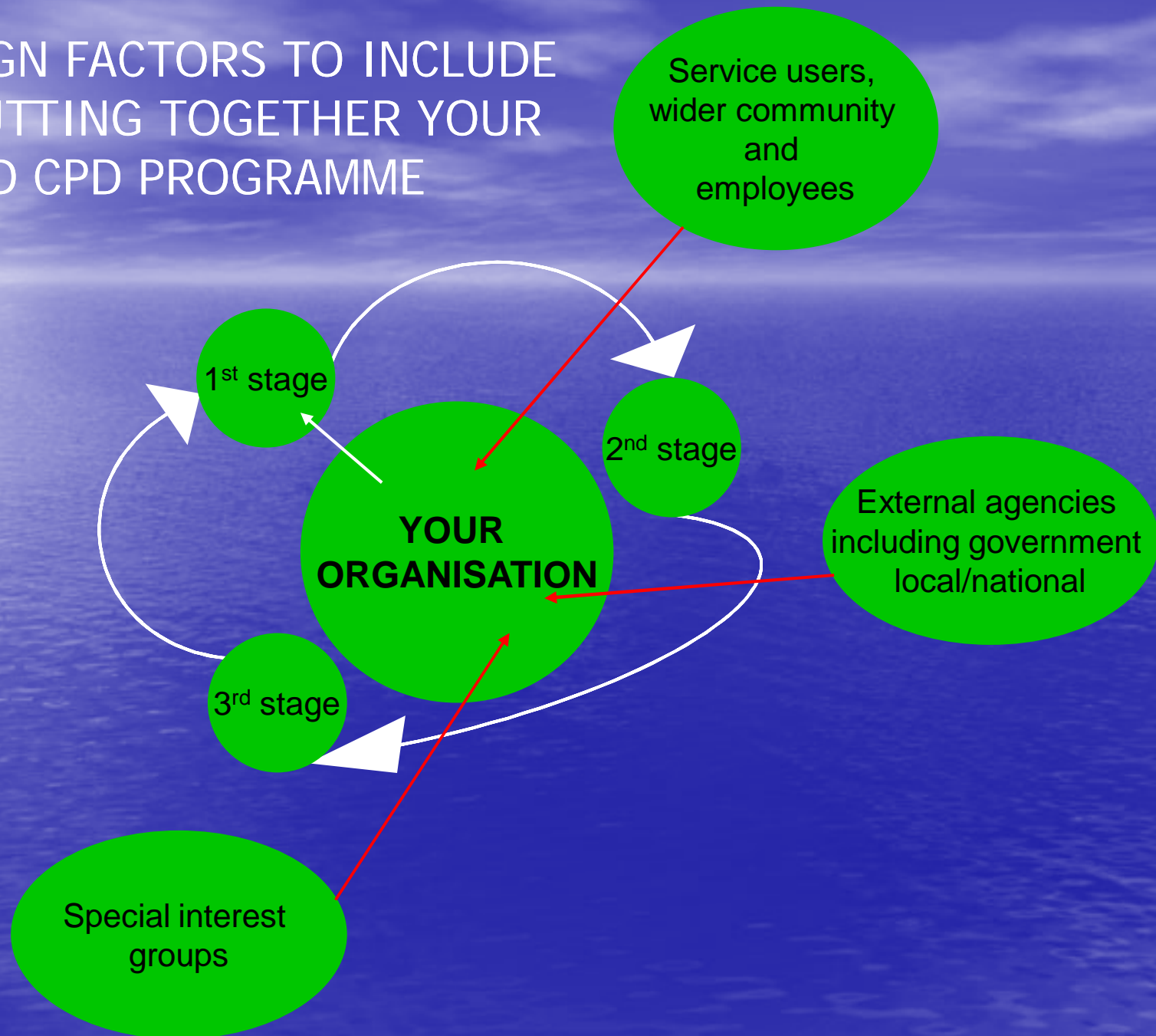
- 3 Ws (who, why, when) and how often/long?
- Support/supportive & accessibility
- Empowerment
- Sourcing expertise (external versus internal support)

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Stage 3: Outputs/outcomes

- Impact analysis (organisational/local/personal)
- Accountability
- Sustainability & 'next steps'

KEY DESIGN FACTORS TO INCLUDE WHEN PUTTING TOGETHER YOUR E&D CPD PROGRAMME



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What are the characteristics you would expect to find in a well constructed E&D CPD programme?

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Discussion points

- Barriers & challenges?
- Good practice?
- Comments & observations?
- Culture?

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An effective E&D CPD programme should:

- Promote/support the behaviour you want
- Eliminate/manage the behaviour you don't want
- Develop ownership/engagement and a shared E&D vision

Thank you

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