



Coaching Skills for Medical Professionals (CSMP)

A New
Approach to
Clinical
Leadership

The Integral
Approach
Thinking
Feeling
Actions

Introducing the CSMP:

Coaching Skills for Medical Professionals (CSMP) is a six-module, high impact, evidence-informed course developed specifically for medical professionals.

Particular themes have been chosen to develop the use of coaching skills in the context of busy clinical workloads and clinical leadership. These reinforce the building of strong relationships within medical teams and with patients allowing doctors to thrive despite the challenges of modern healthcare.

The CSMP combines the knowledge and expertise from Cathryn Edwards' 23-year career as an NHS medical consultant and from her national leadership roles, with Janine Ahlers' 24-year history of running cutting edge coach education programmes at the UCT Graduate Business School/Centre for Coaching (CfC) Cape Town.

The CSMP teaching approach uses group coaching and experiential learning, supported by an expert professional coaching faculty

Course Objectives

Participants will be encouraged to explore clinical practice and leadership through a coaching lens and bring a new and sustainable approach to their career development and personal growth.

Coaching and the Doctor as Coach

1

- Apply coaching skills in clinical and leadership practice
- Understand the difference between coaching and other ways of interacting
- Develop capacity to listen deeply
- Improve self-awareness to better support patients and colleagues

Speech Acts: You Are What You Say

2

- Understand the power of language and its impact on others
- Improve your ability to influence and increase accountability
- Make requests promises and offers to optimise clinical and leadership outcomes

Focused Feedback

3

- Give and receive effective feedback
- Enhance team performance
- Improve self regulation and awareness
- Understand the structure of a good feedback conversation

Courageous Conversations

4

- Navigate difficult dialogues
- Express concerns constructively in high-pressure clinical environments
- Resolve issues which have impacted you
- Develop an initial competence practice for courageous/direct conversations

Rebuilding Trust: Medical Error Complications and Complaints

5

- Understand the underlying elements that make up trust
- Conduct trust-building conversations effectively
- Respond appropriately in situations where you have broken trust with others
- Understand the impact of medical error on self and others

Wellbeing Renewal and Positive Habits for Thriving

6

- Develop sustainable compassionate practice for patients for self and for your organisation
- Enhance career longevity and well-being
- Align decision-making with core values
- Manage stress through mindset change in adversity

Delivered by: Centre for Coaching I UCT Graduate School of Business
Accredited through: University of Cape Town; aligned with the
International Coaching Federation (ICF) core competencies

CATHRYN EDWARDS OBE MA D.Phil, FRCP

is a physician and gastroenterologist with a 23-year clinical career as a consultant in the NHS. Her national leadership roles were as President of her UK specialty society for which she was awarded an OBE, and as registrar at the Royal College of Physicians. Her career focus includes medical and interdisciplinary training, coaching and mentoring. She is Honorary Professor of Healthcare at the University of Lincoln Medical School and an accredited integral Coach.



JANINE AHLERS BA, MBA, MCC

is owner and director of the Centre for Coaching at the UCT GSB. She has run cutting edge coaching programmes for the past 24 years across 38 countries and is a Master Certified Coach. Her corporate career spanned multiple different roles before culminating in a company directorship. Her specialist coaching interests are with senior executives undergoing life and career challenges. She has a passion for bringing coaching skills alive within human beings from all walks of life.

Feedback from our participants

"I came away feeling like a more holistic doctor - more self-aware and more confident in my skillset - which is hugely beneficial as I prepare to take on a consultant role".

**Senior Trainee
Gastroenterology Oxford
University Hospitals**

"CSMP coaching sessions gave me rare protected space to pause and reflect on how I show up as a leader and as a healthcare professional in my day-to-day interactions.

I have come away with greater self-awareness, confidence, and practical strategies that I am already using in both my clinical and academic roles.

It has been a genuinely impactful and grounding experience".

**Dr Gaurav Nigam,
Gastroenterology, Oxford
University Hospitals UK**

"The CSMP coaching course was highly relevant and thoughtfully structured, offering practical, immediately applicable skills tailored to the realities of medical practice.

The programme created a safe and reflective space that encouraged self-awareness, improved communication, and a deeper understanding of coaching as a developmental tool. The balance between theory, experiential learning, and real-world clinical scenarios was particularly effective".

Dr Malini Bhana,
Hepatobiliary
Surgical Fellow UCT
RSA

"The CSMP coaching course was a truly impactful and professionally transformative experience.

As a healthcare professional working in high-pressure environments, I found the coaching skills taught - particularly active listening, powerful questioning, and reflective feedback - immediately applicable to clinical leadership, supervision, and team dynamics".

Dr Rowen Nelson
Internal Medicine, UCT and
Groote Schuur Hospital, RSA

Course Dates and Contact Information

We understand that newly appointed consultants and senior trainees preparing for consultancy are time poor, so the course is run as 6 modules over 6 weeks starting at 3pm BST: 4pm SAST to optimise flexibility for the rest of the working day. Modules are 2.5 or 3 hours. The course is delivered online and provides 16.5 hours of contact time over 6 weeks. CSMP has been approved by the Federation of the Royal Colleges of Physicians of the United Kingdom for 14 CPD credits.



Those interested in discussing participation in the next course please reach out by 3rd August 2026 to Professor Cathryn Edwards cathryn@cathrynedwards.com or Anthea Adams anthea.adams@centreforcoaching.co.za

Cost

Early bird: £750 (UK) / R16,500 (South Africa)

Standard price: (post promotion): £900 (UK) / R19,800 (South Africa)



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