

-
-
-

How to be a Good Enough General Practitioner

Author : Gerhard Wilke

Preface: Professor Sean Hilton

Postscript : Dr. Simon Freeman

-
-
-

The Foundation Matrix of Primary Care

- Professional identity
- Trauma and change
- Re-enactment and dialogue
- Denial of death, chronic decline and dependency needs
- The real skills of GPs
- ‘Keeping death at Bay Service’
- Divergent agendas of politicians, managers and doctors

-
-
-

The Matrix of a PHCT

- Mother - baby dynamic
- Idealised teams
- The ‘single hander within’
- Avoidance of conflict
- Coherence and hierarchy
- Leadership as group process

-
-
-

How groups deal with imposed change?

- Back to our social nature
- All groups resist change
- Two groups co-exist at all times
- Patterns of resistance can be recognised
- Change in the group, with the group, through the group
- The Matrix and the location of the problem
- Learning group skills is a pre-requisite

-
-
-

How single handers and partners process change?

- Patients and GPs embrace change reluctantly
- Change mirrors a mourning process
- The bereft person tends to regress
- Reform enthusiasts often have difficulties
- Change involves a recognition of reality
- Ask: what have I lost, what can I retain, what do I want to embrace, what do I need to shape?

-
-
-

Beyond Balint

- One person medicine, two person medicine
- Doctor-patient relationship now located in a group setting
- The doctor - patient relationship is profane, not sacred now
- Self care is the best way to better patient care
- GPs need supervision and self –help groups

-
-
-

The need for supervision

- The Bolingbrook Project
- The model
- Outcomes in each of the 3 year cohorts
- The integration of the medic, the manager and the politician
- Implications for PCGs, PCTs, training and development
- Issues around Learning from Experience
- From false autonomy and dependency to true interdependence and co-operation

-
-
-

A group analytic view of organisations

- Caught between two organisational paradigms
- The experience of general practice mirrors ‘chaotic’ organisations
- General Practitioners and Managers need to learn to let go of control
- Actions of every GP need to be viewed as related to the matrix and foundation matrix of the whole system and society
- Transitions, ‘sotereological visions’, priest substitutes
- GPs, like the NHS, have to ask mid-life questions