

Anne Budenberg

Curriculum Vitae

Development Adviser

Profile

PROFILE

A senior dental professional with over 30 years' experience with a background across primary care (NHS and private practice), secondary care, and corporate sector, including a large indemnity provider. A detailed knowledge of practice appraisals, staff training, audit and clinical governance. Fully compliant and up-to-date with Enhanced Continuing Professional Development requirements. Extensive educational experience in preparing and delivering educational content across a range of topics, particularly risk management; delivered through a multimodal approach. Worked closely with experts in human factors and dentolegal experts, in mitigating risks to improve patient safety. Good working knowledge of different approaches across Europe, and cultural diversity of overseas dentists. Worked closely since 2004 with Foundation Dentists (FDs) requiring mentoring, career development, extra support, or appropriate remedial education. Familiar with working within NHS organisations, and with other related bodies, including developing collaborative professional relationships.

GDC registration number: 58950

Employment History:

Current roles:

- **Training Programme Director Dental Foundation Training HEE NW (PT) 2004 – Present**

Manage and oversee the training and training programme for 24 Dental Foundation Practices for HEE NW.

- **Specialty Dentist TMD Clinic Manchester Dental Hospital (PT) 2002 – Present**

Clinical role treating TMD referrals from a wide area, overseeing of post and undergraduate students

- **Dental Liaison Officer TMD / Physiotherapy (ACPTMD) ad hoc 2009 – Present**

Liaise between TMD Clinic and TMD physiotherapy group sharing knowledge / good practice.

- **Run ad hoc PLVE Mentors' Course for London KSS HEE 2019 - Present**

This followed previous role with {my}Dentist running mentoring courses for dentists taking on a clinical mentoring role for overseas dentists.

- **Vaccinator COVID-19 Mass Immunisation Programme May 21 - Present**

- **Volunteer Coach Refugee Jumpstart Charity Aug. 21 – Present**

Coaching Afghan refugee stuck in Athens, with the goal of finding work and moving to the UK

- **Volunteer Mentor for Dental Student Programme (UK Dental Mentors) Aug. 21 - Present**

Ad hoc sessions to assist 4th year dental student maximise undergraduate training

- **Volunteer COVID-19 Good SAM April 20- present**

Ad hoc assistance for members of the public affected by COVID-19

Previous roles:

- **Education Consultant MPS - Risk Prevention** **2013 - Jan 2021**

Designing, and writing content for risk management education; face to face and elearning formats

- **Expense sharing partner, Bank House, Chester** **1993 – 2017**
Mixed private / NHS practice
- **{my}Dentist delivered Mentor / PLVE courses** **2009 - 2019**
Designing course and lecturing to dentists about to take on clinical mentor role of non-UK graduates
- **Smile-on MSc in Restorative & Aesthetic Dentistry (Ad hoc)** **2011 – 2012**
Face- to- face and hands-on teaching of TMDs to postgraduate students; UK and international
- **Member Undergraduate Curriculum Review Committee , Liverpool Dental Hospital** **2002- 2003**
To disseminate information more widely between stakeholders.
- **Volunteer Dentist Commonwealth Games Medical Village (Manchester)** **2002**
Managing the delivery of dental care to athletes and officials attending, and competing at the games.
- **Member of South Cheshire LDC** **1999 – 2001**
- **Dental Foundation Educational Supervisor (FT)** **1998 – 2002**
Overseeing and supporting FD in Dental Foundation Year
- **Clinical Audit facilitator Mersey Region Antibiotic Group Audit** **1999**
Collaborative audit to educate, and reduce the level of antibiotic prescribing by GDPs.
- **Clinical Assistant, IV sedation, Liverpool Dental Hospital (PT)** **1998- 1999**
Treating anxious patients under IV sedation. Clinic lead - Lesley Longman (Consultant)
- **Clinical Assistant , Orthodontics, Bolton General Hospital** **1993 - 1994**
Treating under -18 patients for fixed / removable orthodontic care. Clinic lead David Lewis (Consultant)
- **Associate , Lymm, Cheshire** **1987 -1993**
- **Associate , Mansfield - Woodhouse, Notts** **1985- 1987**
- **Associate, Voluntary VT, Dundee** **1984- 1985**

Education History:

1). Under Graduate **1979-1984**

Dundee Dental School

2). Post Graduate

DGDP(UK),(1997) PGCertTLCP, (2001), Cert. Practice Appraisal (2006), DipMedEd (2011) **1997-2011**

3). Professional

MDTFEd (2019), PGCert leadership Coaching Mentoring **2020**

Specific to Development Adviser:

- **Development of Personal Development Plans and mapping CPD.**

- Considerable experience since 2004 of assisting FDs with PDPs and in mapping this to their CPD.
- Wrote the content for an elearning module 'Enhanced CPD for GDC registrants' which explains how to develop PDPs in line with current GDC requirements.
- Taught the requirements of PDPs since 2009 on mentoring courses with {my}Dentist and now part of ad hoc PLVE courses.

- **Knowledge of development tools to increase insight and self-awareness.**

- 2021 4-day accredited Health Coaching course including demonstrating models and tools to facilitate behaviour change; insight and self-awareness being central to this
- 2019 Mentor Development Day with NHS leadership Academy
- 2018 completed Mentoring and Coaching module (Masters level) - Edgehill University. Included tools around emotional intelligence and self-awareness
- 2010 4-day course mentoring course Connor and Pokora

- **Knowledge of relevant workplace-based assessments, e.g., audit, case-based discussion.**

Trained within Health Education England in work-based assessment tools such as:

- Direct Observational of Performance (DOPs)
- A Dental Evaluation of Performance Tool) ADEPTs
- Case-based discussions (CBDs)

Detailed knowledge of the assessment tools; in using and teaching them to other dentists.

Taught their use and practical application on mentoring courses since 2009 with a range of dentists.

Wrote article 'Clinical Audit' for Dental Protection's publication 'Riskwise' – 2016

Facilitated audit projects for FDs since 2004

Regular practice audits since 1999 across a range of topics

Audit – audit facilitator at inception of audit into NHS services in 1999

- **Knowledge of current standards and guidelines in dentistry.**

My role as a practice owner until 2017, risk management educational development consultant and current roles demand a good level of clinical knowledge, of current best practice, and evolving trends in the UK and internationally. It also demands an understanding of legislation, guidelines, and current CPD requirements.

Very aware of the rapidly changing face of UK dentistry and continuous evolution of knowledge.

- **Knowledge of the GDC fitness to practise process**

- Currently not involved directly with GDC system, but aware of the GDC fitness to practise process.
- Wrote article, 'Professionalism Under the Spotlight' for Dental Protection's publication 'Riskwise' - 2017

Report writing skills.

- Familiar with report writing, and understands the need to be clear, unambiguous, concise, paying attention to detail and the broader remit of the report.
- Completed one day Plain English Campaign course 27 Feb. 2018

• **Equality, diversity and inclusion policies.**

- Trained and up -to- date in equality, diversity and inclusion policies, through current roles.
- This topic is currently included in personal targeted CPD, and last course completed on 31 Dec 2020.
- Awareness and experience of cultural diversity when preparing educational content as detailed below

• **Effective communications skills.**

- Feb 2018 - attended Plain English Campaign course
- Designed and currently facilitate courses involving medical role player actors and FDs; to practise and demonstrate communication skills
- Wrote content for 'Reflective Learning for Dental Professionals' elearning module –reflecting on all aspects of practice, including communication skills

Attended Dental Protection workshops in 2015 on the following topics involving essential communication skills:

- Mastering consent and shared decision- making
- Mastering adverse outcomes
- Mastering your risk
- Mastering difficult interactions
- Building resilience and avoiding burnout
- Dental Records for General Dental Practitioners (**prepared and wrote content for this workshop**)

Directly involved in updating those workshops, with an awareness of the global audience and cultural variation in communication styles

- Understand and apply different communication styles to fit individual contexts

• **Motivating and developing others.**

- Attended a number of mentoring courses, as above – content included motivation and supporting development of others
- Regularly attend Dental Mentors UK peer & supervision mentoring sessions sharing knowledge
- Experience in general practice developing others to create an effective team
- Current roles (clinical and non-clinical) require the skills to motivate and develop others eg new graduates' career planning, developing new professional networks to establish multidisciplinary working
- In recent voluntary work with refugee charity, dental mentoring and golf mentoring programme for beginners, the skills of motivating and developing others are central to the role

• **Good interpersonal skills.**

- Strong awareness that individuals and strong teams are at the heart of healthcare delivery, and associated services.
- Understand and apply the skills of rapport building, active listening and emotional intelligence to understand and work with others to build success in clinical and non- clinical teams

