

Enhancing Workplace Learning using Appreciative Inquiry within the Foundation Programme

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Introduction

Postgraduate medical trainees in the UK face significant challenges, including inadequate support and inconsistent educational experiences.¹

The transition between training posts often means valuable trainee perspectives are overlooked, missing crucial opportunities to enhance educational programmes. The Learning from Excellence (LfE) interview framework employs appreciative inquiry methodology to capture positive training experiences systematically, focusing on recognising good practices rather than merely identifying problems.²

Methods



Pilot study conducted at East Lancashire Hospitals Trust



Appreciative Inquiry Learning from excellence exit interview tool was used



10 FY2 Doctors participated in voluntary face-to-face peer exit interviews



Anonymised reflections on their training experiences from their last rotation were captured



Findings were shared with year reps and programme directors to recommend improvements

Findings

Engagement: Strong participation from volunteers



'My Educational supervisor was supportive when I felt burnt out'

'Staffing shortages meant I moved wards lots and lacked continuity'

Positive Aspects

- **Effective Mentorship Structure**
- **Valuable teaching opportunities**
- **Positive Learning environments and good administrative staff in specific rotations**

Challenges

- **Concerns about senior support**
- **Staffing challenges affecting learning opportunities**
- **Inconsistencies between rotations**

Implications

- **Actionable insights given to foundation programme directors via foundation forum**
- **Promotes a learner-centered approach to feedback across foundation programme rotations**

Conclusion

LfE peer-led exit interviews demonstrate significant potential to enhance workplace learning and support a culture of positive change within postgraduate medical education.

The appreciative inquiry methodology enables constructive feedback and meaningful recommendations that can help enable improvements to the foundation training experience at East Lancashire Hospitals NHS trust and potentially serve as a model for other NHS trusts.

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