

Enhancing Practice

2021 Conference

*20:20 Vision – Transforming Our Future
Through Person-Centred Practices*

WEDNESDAY 27TH – FRIDAY 29TH OCTOBER 2021
SAGE HOTEL WOLLONGONG, NSW AUSTRALIA



iPDe

working together
to develop practice



Mirrors Don't Always Mean (X)... Years Bad Luck

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Overview

- Background
- Practice development and active learning
- Action Learning Sets
- Setting up the Action Learning Set
- The story so far & where to next?
- Evaluation and Outcomes

CAMHS Background

- Nursing scope of practice 2012 identified the need for a professional networking forum
- Supported by all CAMHS Directors and Coordinators
- “Creating Positive Cultures of Care” and the Six Core Strategies© (Huckshorn 2005)

Active Learning Principles

- Learning and Transformations:
 - Experience of being, observing and doing
 - Dialogue with self and others
 - Engaging in learning activities in the workplace
- Talking, writing, reading, music, walking, role play, games, journaling, debating, games, imagination, vision and creativity
- Reflective and processing experience

Action Learning Sets

ALS's are group processes which enable learning and change through:

- sharing knowledge and experience
- Reflective practice
- Developing and implementing action plans

Setting up the Action Learning Set

- Research into what would work best for the group and numbers
- Ongoing agenda formulated & agreed with all participants
- Skilled Facilitation:
 - Two skilled external facilitators
 - Co-facilitated with Senior Nurse Advisor

The story so far Year 1 (2013 – 14)

- Core group of 8 NUMs attending initially
 - Strong agenda
 - Evidence based
 - High support

The story so far Year 2 (2014 – 15)

- Changes made each year based on the groups evaluations
 - Looser agenda
 - High challenge
 - Maintenance of process and content
 - Engagement and creativity

The story so far Year 3 (2015 – 16)

- Strong focus on leadership development & professionalism
 - Kouzes & Posner's Five Exemplary Practices of Leadership
 - Model the Way
 - Inspire a Shared Vision
 - Challenge the Process
 - Enable Others to Act
 - Encourage the Heart

The story so far Year 4 (2016 – 17)

- Group well established even when newcomers joined, as they had already heard about it
 - Increased challenge - deeper at an emotional level
 - Strengths & developmental needs
 - Mix “n” match activities

The Story so far (!)

- **Year 5 (2017 – 18)** – 6 core strategies
- **Year 6 (2018 – 19)** – Leadership Cultures
- **Year 7 (2019 – 20)** – Strengths & needs relative to self → development goals

The story so far (!!)

- Year 8 - **COVID STRIKES!!!** Change in format.
- Getting through each day as a leader

- Year 9 - **COVID CONTINUES!!!**
Wellbeing – self & others

- **Where to next (2022 – 23)?**
Group is commencing Year 10

Evaluation and Outcomes

PD is a facilitated process that seeks to promote critically informed action

PD uses inclusive **evaluation** to integrate **evidence** from process and outcomes of **transformation**.

and facilitators have been crucial

- Incorporate feedback and changes following each evaluation
- Format and content changes
- Key themes of evaluation

PD uses **collaborative, inclusive and participatory (CIP)** approaches.

Key Themes of Evaluations

- Increased confidence
- Increased flexibility and openness
- Improved networking with peers
- Increased/improved mutual support
- Increased willingness/ability to empower colleagues
- Provided direct support for own continued development

PD is fundamentally about **person centred practice** that promotes **safe and effective workplace cultures** where all can flourish.

PD is a **facilitated** process that seeks to promote **critically informed action**

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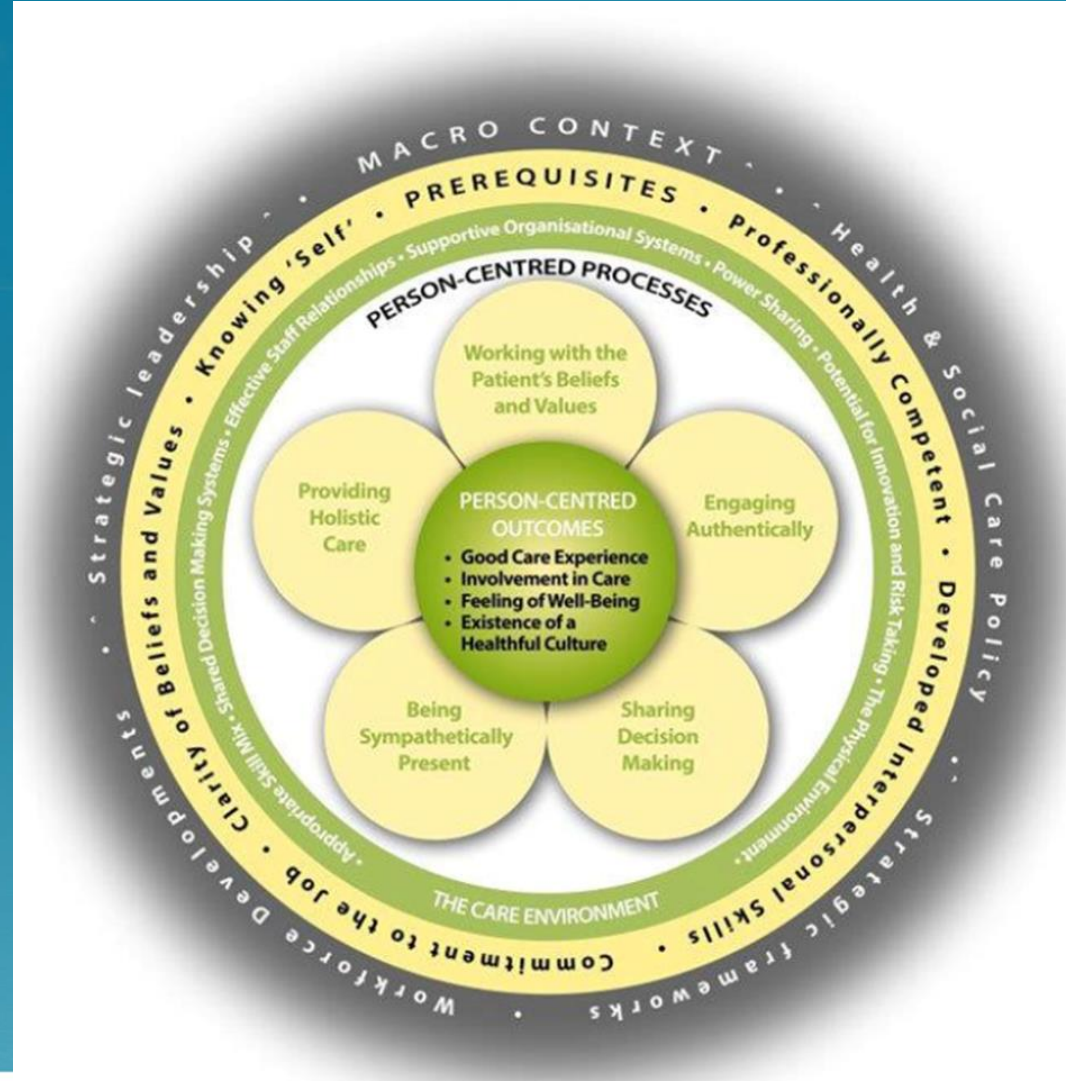
ENLIGHTENMENT + EMPOWERMENT = EMANCIPATION

Key Themes of Evaluations

- Positive opportunity to utilise group's combined experience
- Guidance to newly appointed NUMs
- Self-reports:
 - Improvement in leadership insight and practice
 - Improved ability to lead/manage change
 - Improved level of “self-care”

PD focuses on **supportive relationships** across individuals, teams and systems to stimulate effective change.

Person - centred Practice Framework



Take home messages

- Skilled facilitation around leadership themes can positively impact on both individual development of leaders and the care processes and culture where they work
- Participation in action learning has enabled participants to embrace their leadership and to step up to the challenges

PD is a **complex methodology** that uses a variety of evidence to inform transformation for individuals, teams and systems.

Questions?

