



Practice Development's Global Manifesto

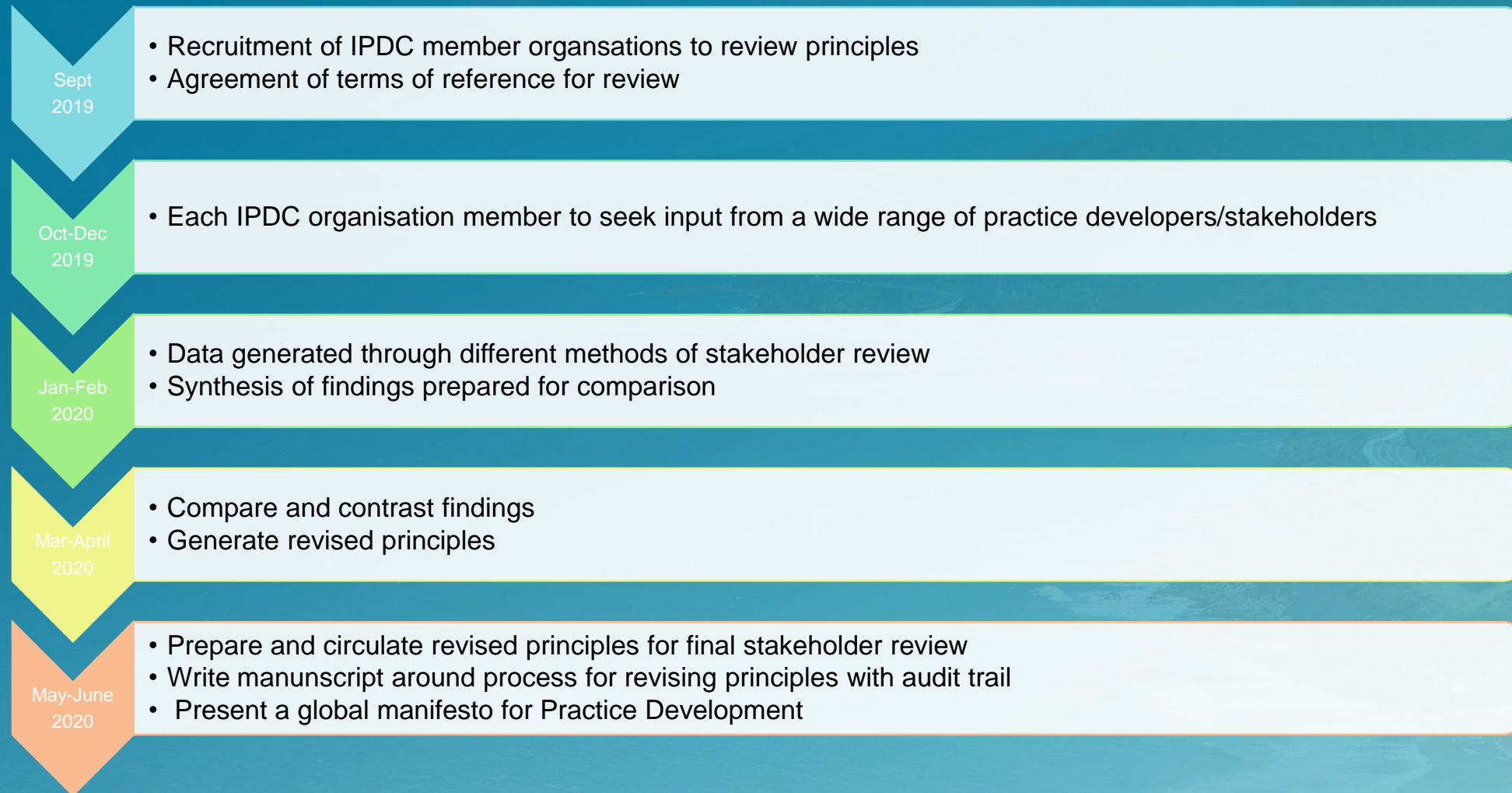
IPDC Concerns with principles

A new PD textbook was in train; the principles had been in place since 2008 without review, it was felt it was time for an overhaul!

We were concerned about them along 2 main lines:

1. Their relevance to people's realms of practice (currency)
2. How did people find the language used in the principles, in terms of engaging with PD through their use?

Timetable of Review Process



HOW we started

How

- Feedback from 184 practitioners in:
 - UK (2 sites)
 - Switzerland (1 site)
 - Australia (3 sites)
- In the UK, invitations to participate in a review was sent out via the Foundation of Nursing Studies (FoNS) newsletter and all Higher Education Institutes offering health and social care education, via the Council of Deans network.
- Other groups (i.e. Switzerland and NSW), used *Concerns, Claims and Issues* exercise (Guba and Lincoln 1989) for collective critique.
- Tasmania participants were asked to consider the following questions; *are they meaningful, do they draw you in and make you want to know more, is the wording correct?*

2008 PD Principles

1. PD aims to achieve person-centred and evidence-based care that is manifested through human flourishing and a workplace culture of effectiveness in all healthcare settings and situations.
2. PD operates at the micro-systems level - the level at which most healthcare is experienced and provided, but requires coherent integration with related mezzo and macro levels
3. PD is a continuous learning process based on experiential learning with its focus on active learning and formal systems for learning in the workplace to transform care
4. PD integrates and enables both the development of evidence from practice and the use of evidence in practice
5. PD integrates creativity with cognition in order to blend mind, heart and soul energies, enabling practitioners to free their thinking and allow opportunities for human flourishing to emerge
6. PD is a complex methodology that can be used across healthcare settings and requires the involvement of all internal and external stakeholders
7. PD uses key methods that are utilised according to the methodology and the specific needs of the programme, taking into account the operationalised and contextual characteristics of the programme
8. PD is associated with a range of skills including skilled facilitation that can be translated into a specific skill set required for the interface of care
9. PD integrates evaluation and assessment processes that are always inclusive, participative and collaborative

What does this mean?

Who wrote this?

Who speaks like this?

Where do I start with these?

Which of these are the most important?

2020 Revised Principles

PD principles - a global manifesto

Groupings of the principles reflecting their inter-relationship

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

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

PD Foundations

PD blends **creativity** people's heart, minds and ways of thinking.

PD utilises **active work-based learning** to facilitate individual, practice and cultural transformation.

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**.

Process-checked for unnecessary repetition

Streamlining of the wording to improve their accessibility

relationships between individuals, teams and systems to stimulate effective change.

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

Outcomes

IPDC Demonstrating it's commitment to what it promotes – CIP & EEE!

Enhancing Practice
2022 Conference

Where to next??

- Still much of the world not challenged in their Healthcare practice?
- Continuing our processes of development & refinement of all aspects of PD – especially the Principles
- ‘Google Translator’!!!!!!!

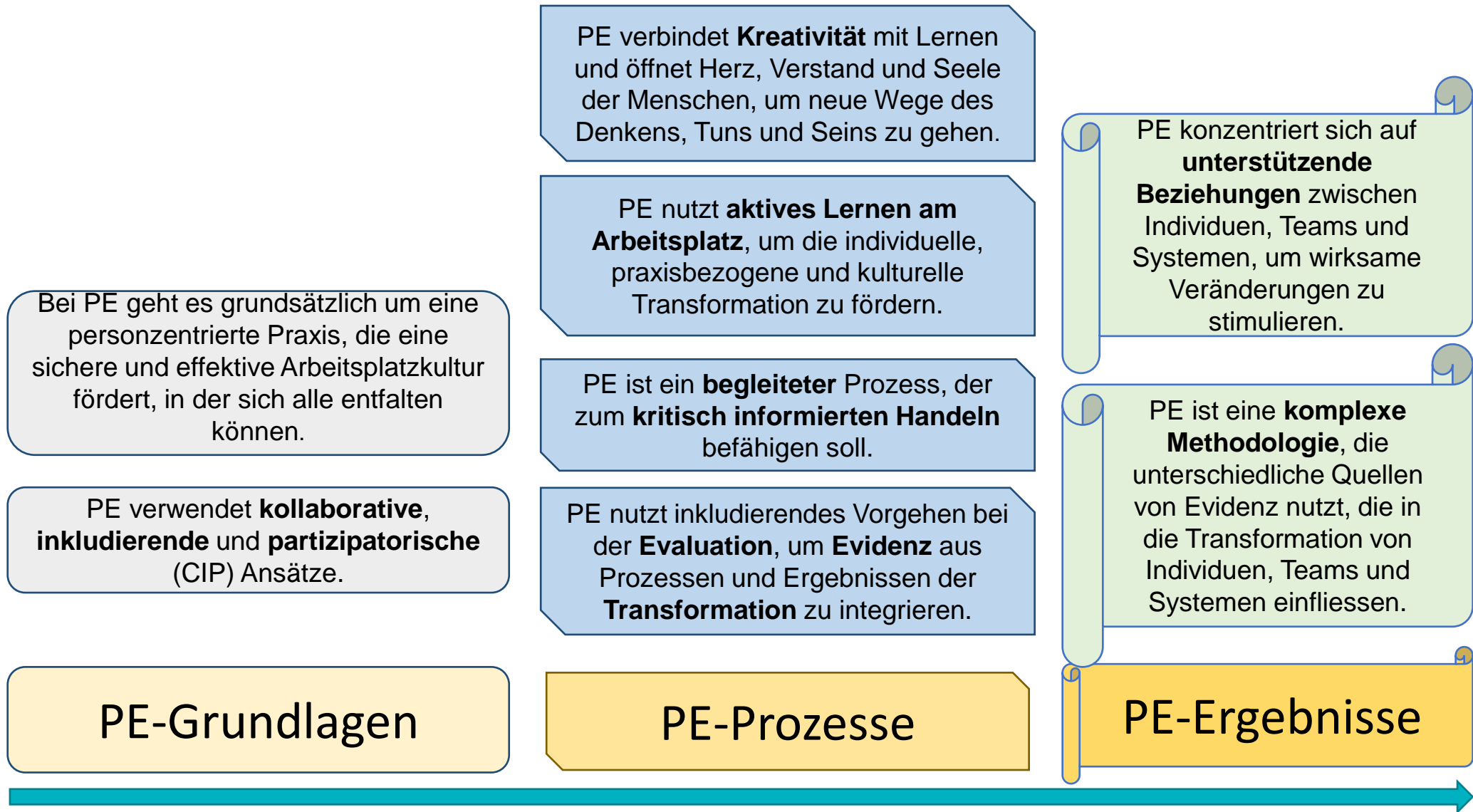
Join us in translating the PD Manifesto

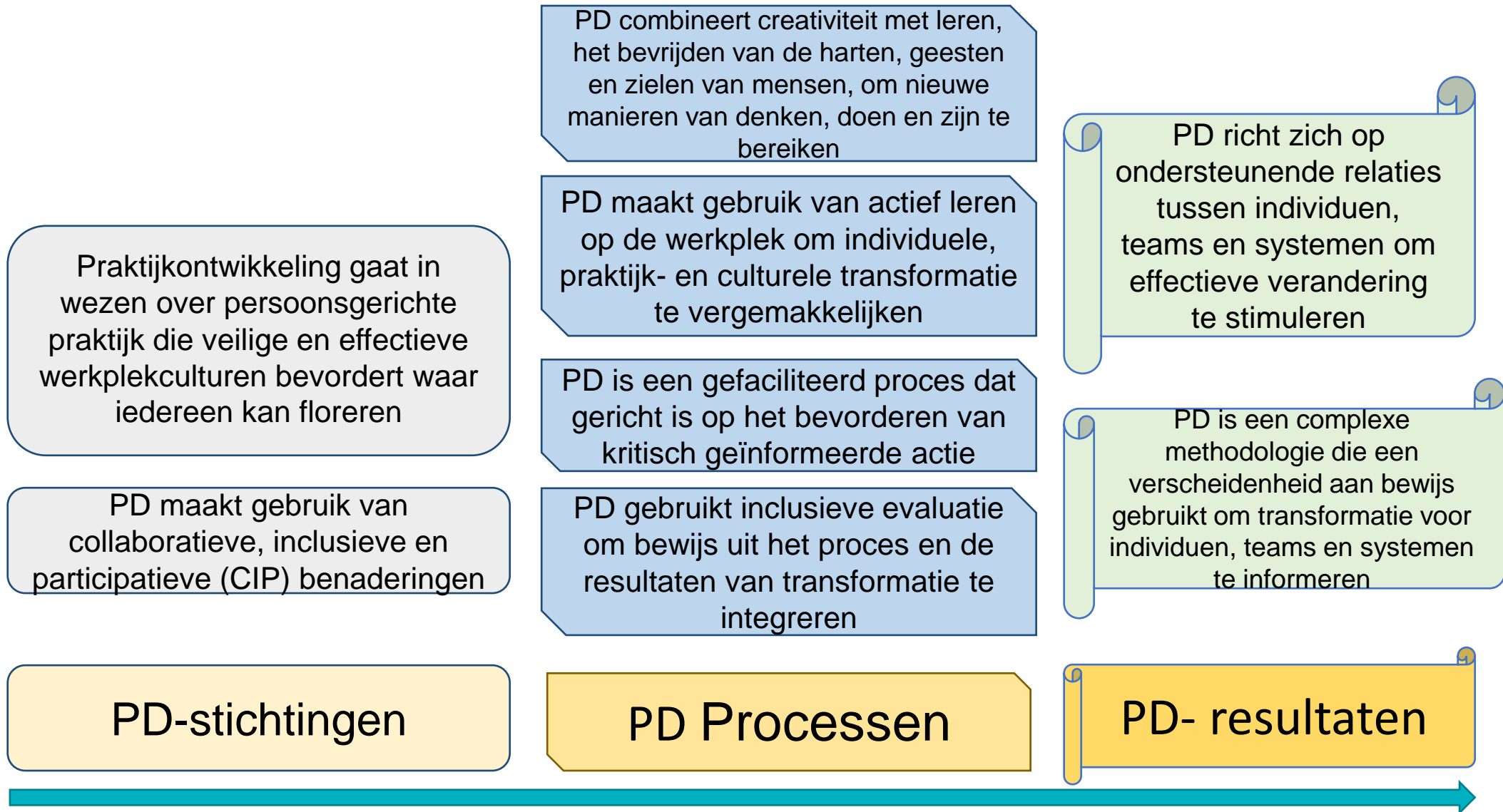
Would you be willing to help ensure we have the language, and clarity of purpose in the PD principles?

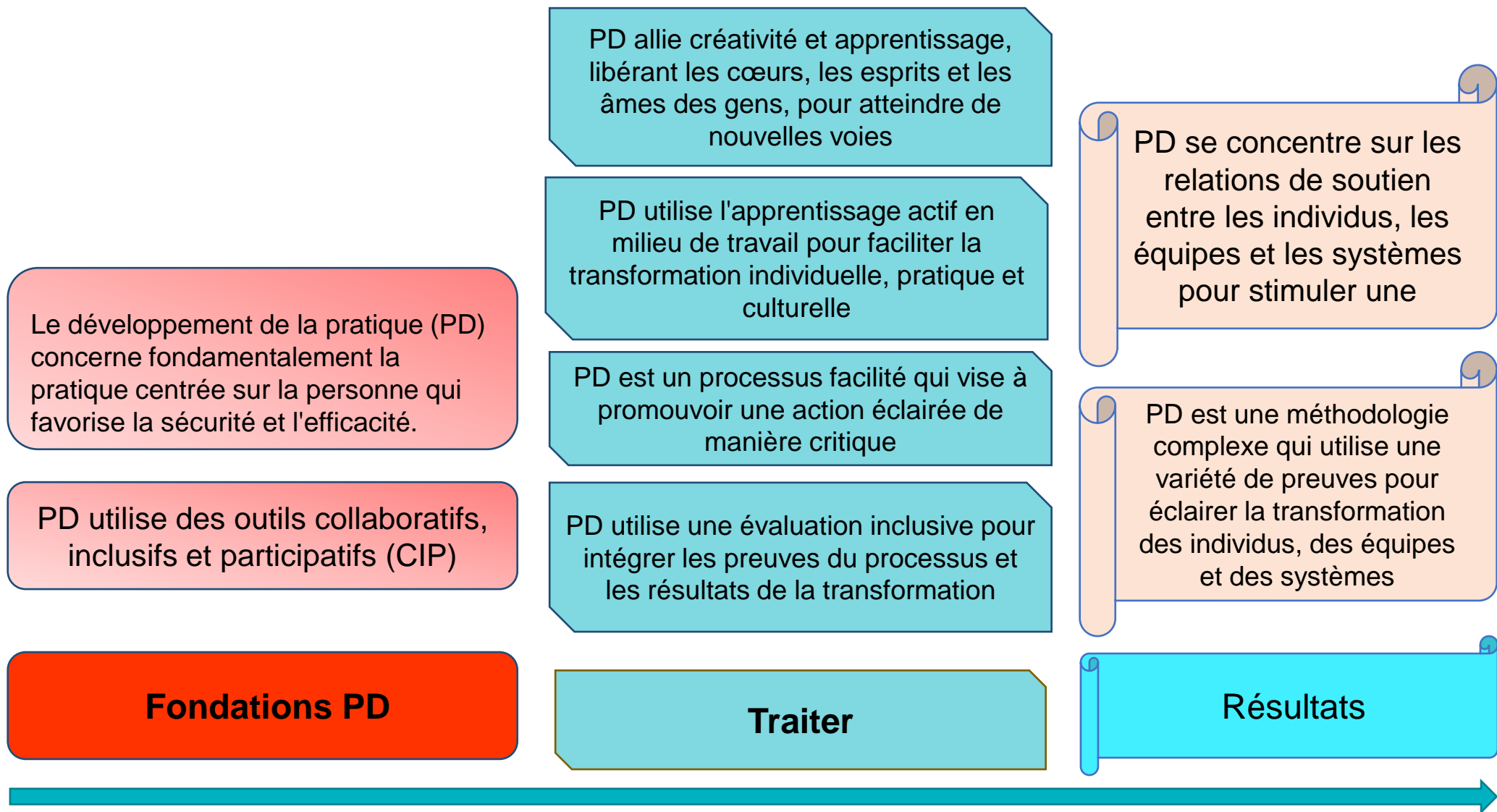
Take one of the PD manifesto diagrams and either – translate into a language we have not managed to source via google translate!

Or: Double translate what we have back to English to see what and how the translation might effect the principles

We aim to then store these double translated PD principles so that others around the world can fully engage and understand the Principles of PD







Lo sviluppo della pratica riguarda fondamentalmente una pratica incentrata sulla persona che promuove culture del luogo di lavoro sicure ed efficaci in cui tutti possono prosperare

PD utilizza approcci collaborativi, inclusivi e partecipativi (CIP).

Fondamenti PD

Il PD fonde la creatività con l'apprendimento, liberando il cuore, la mente e l'anima delle persone per raggiungere nuovi modi di pensare, fare ed essere

PD utilizza l'apprendimento attivo basato sul lavoro per facilitare la trasformazione individuale, pratica e culturale

Il PD è un processo facilitatore che cerca di promuovere un'azione informata in modo critico

Il PD utilizza la valutazione inclusiva per integrare l'evidenza del processo e gli esiti della trasformazione

Processi PD

Il PD si concentra sulle relazioni di supporto tra i team e i sistemi individuali per stimolare un cambiamento efficace

PD è una metodologia complessa che utilizza una varietà di prove per informare la trasformazione per individui, team e sistemi

Risultati PD



REFERENCES

Guba, E.G. & Lincoln, Y.S. (1989) Fourth Generation Evaluation. Thousand Oaks: Sage

Manley, K. et al (2008) International Practice Development in Nursing and Healthcare. Oxford: Blackwell Publishing

Manley, K. et al eds. (2021) International Practice Development in Health and Social Care. Hoboken NJ: Wiley & Sons

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