Aims and Objectives of the Study

• To test two new models of facilitation designed for use within the workplace.
• To demonstrate how novice/proficient facilitators can enhance the development of person-centred cultures.
• To present new tools and strategies to support facilitators.

What is Facilitation?

"Assisting of others to unlearn the rituals of practice, discovering new ways of learning through PD processes and the applying and sharing of the new learning in their own workplace.” — Dewing (2010)

Research Questions

1. What does a person-centred model for work based facilitation look like?
2. How do work based facilitation skills enhance the development of person-centred cultures?
3. What are the implications for existing education/training frameworks in care services in Ireland should a work based learning facilitation model be established and adopted?

Critical Allies and Critical Friends V2

Phase One - Theoretical development of Critical Allies and Critical Friends V1

Choosing Participants

Being consistent in the message

Policy Development

Educating and Sharing Theory

Phase Two - Preparing the Context

Phase Three - Action Cycles

PAR Cycles – Testing the models in the workplace. Data analysis with participants

Meta analysis – thematic analysis

Bringing it back to participants

Phase Four - Data Analysis

Critical Allies & Critical Friends V2

RESEARCH METHODOLOGY – Participatory Action Research (PAR)

Phase 1 – Developing Theory

Theoretical development of Critical Allies and Critical Friends Facilitation Models. Peer reviewed publication of models as a mid-range theory.

Phase 2 – Preparing For Action

Preparing the Context PD activities in the workplace. Policy development

Stakeholder engagement

Phase 3 – Action Cycles

PAR Cycles – Testing the models in the workplace. Data analysis with participants

Meta analysis – thematic analysis

Bringing it back to participants

Phase 4 – Critical Allies & Critical Friends (V2)

Agreeing elements of Critical Allies with Participants

Hermeneutic analysis of Critical Friends with SICOP members

Adjusting / Redefining the Models

PREPARING THE CONTEXT

Critical Allies and Critical Friends provides a framework to enable clinical leaders to learn these skills within their own workplace.

Critical Allies and Critical Friends flatten other roles to achieve facilitative relationships.

RESEARCH FINDINGS

Facilitation on the Run (FOR)

Facilitation does not always need protected time and space away from the workplace. Facilitation skills and strategies can be integrated into everyday work quickly and unobtrusively and have called this method Facilitation of the Run. Using Facilitation cards and prompts can also aid the process.

Sustainability

Seeing each other’s authentic presence and articulating shared values. Being consistent in the message.

An evolutionary and person-centred leader is needed to drive the vision of person-centred cultures at Metso level.

Critical Allies and Critical Friends must also be developed and nurtured from within the workplace. Critical Friends can be developed through a facilitative relationship with an agreed person-centred policy agenda.

Building Capacity from within the workplace.

Insider researchers who are senior nursing managers can be successful in facilitating PAR within their own workplace, resulting in increased impact of the study and enabling greater sustainability.

Useful references