Facilitation and Practice Development
‘Analyzing Evidence and Opinion from the Literature and beyond’

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Contents

• Introduction and Background
• Research aims
• Concept analysis – methodology
• Concept analysis - purpose
• Choosing a concept analysis method (Walker and Avant 1994) Morse et al. 1996)
• Findings: Exploring the concept of ‘facilitation’ in Practice Development (PD)
• Summary
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Introduction and Background

My Ph.D. Research – An Overview

Title:
‘Enabling practice development within the workplace: A theory informed practice based model of facilitation’

Purpose:
To enhance the established body of knowledge in relation to facilitation in practice development.
Research Aims

To develop an understanding of the concept of ‘facilitation’ in Practice Development.

To develop an understanding of concept analysis methodology and methods and their applicability to theory development and research.

To have a rigorous theoretically derived understanding of facilitation in Practice Development for wider analysis within the PD community and for testing in a practice context.

To systematically and with a participatory approach explore the concept of ‘facilitation’ as used within PD.

To review consider ‘the enabling facilitation model’ (Shaw et al., 2008) in the development this research.

To make a contribution to enhancing the body of knowledge in relation to Facilitation and Practice Development.
Concept Analysis – a methodology

- Concept analysis involves the formulation and clarification of mental constructs, systematising relevant information in ways that enable its appraisal and enhancement as an element that serves to both advance theory and guide practice (Weaver & Mitcham, 2008).

- Rodgers (2000) refers to the purpose of studying concepts as a means to resolving a gap or inconsistency in disciplinary knowledge.

- Morse et al (1996) notes the usefulness of the level of ‘maturity of the concept’ in relation to theory, practice, research and policy.

- Walker and Avant (1994) propose that concept development is a critical but sometimes neglected approach to theory development.
Concept Analysis – Purpose

Assists in identifying the development of distinct practices and self-understanding within a community of practitioners and scholars – trying to reach a common understanding. Concept analysis involves the formulation and clarification of mental constructs, systematising relevant information in ways that enable its appraisal and enhancement as an element that serves to both advance theory and guide practice (Weaver & Mitcham, 2008).

Strengthens the conceptual base for nursing through an in-depth systematic exploration of a specific area of practice by analysing the current state of knowledge and understanding in the field.
Choosing a Concept Analysis Method

A Blended Approach

Morse et al (1996) – A criterion based approach
Exploring the Concept of facilitation in Practice Development
Exploring the Evidence – a methodology

The Eight Steps of concept Analysis (Walker and Avant, 1994 p.39)

1. Select a concept
2. Determine the aims or purpose of analysis
3. Identify all uses of the concept
4. Determine the defining attributes
5. Identify a model case
6. Identify borderline, related, contrary, invented and illegitimate cases
7. Identify antecedents and consequences
8. Define empirical referents
Blending the Concept Analysis Method

Morse et al., (1996) Four guiding Principles

The epistemological principle - concepts must be clearly defined and well differentiated from other concepts.

The logical principle - concepts must be systematically and coherently related to other concepts.

The pragmatic principle - concepts should be operationalised so that they are applicable to the world.

The linguistic principle - concepts should be appropriate to the use in context.
Data Sources - Literature Search

Years 1999 - 2016

1\textsuperscript{st} Stage – Cumulative Index to Nursing and Allied Health Professionals (CINALH)

‘The Pilot Concept Analysis’

Search terms: facilitation; Practice Development; Nursing
Data Sources - Literature Search

Years 2011 - 2016

2\textsuperscript{nd} Stage – Focused Review –

- International Practice Development Journal (IPDJ) (2011 -2016)
- Practice Development in Health Care (2007-2009)

Search terms: Facilitation; Practice Development; Nursing,
Reviewing the Literature -
Second Stage review –
International Practice Development Journal (2011-2016)
## Analysis of IPDJ (2011 – 2016)

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Total
Data Sources - Literature Search

Years 2011 - 2016

3rd Stage – Focused Review –
- Book Chapters;
- Wider database Review
- PD reports (published and unpublished)

Search terms: Facilitation; Practice Development; Nursing,
Data Sources - Literature Search

2014 & 2016

4th Stage – Focused Review –

‘Ascertaining Expert Practitioner Experience of facilitation in PD’
Findings: Analysing the Data

- Published work
- Practitioner data
- Coding
- Themes
- Checking
- Validating
Identifying all uses for the Concept:

the Oxford English Dictionary defines facilitation as; ‘third party facilitation [that] seeks to promote the resolution of conflict’ and the Cambridge Online Dictionary refers to facilitation as ‘making something possible or easier’.

the Collins online English Dictionary refers to facilitation as: The act or process of facilitating -The increased ease of transmission of impulses in a nerve fibre, caused by prior excitation. -(Example: the enhancement of the response of a neuron to a stimulus following prior stimulation: the response is dependent on the frequency of stimulation and on neuromuscular facilitation).

the Cambridge Online Dictionary provides the following example of its’ use: Our [work involves] the facilitation of co-operation between members of the team.
Starting to Determine the Defining Attributes

Working with clear principles
Preparedness
Working together
Self
Context and Culture
Learning and Personal growth
Leading
Knowledge and skills
Model Cases and Other Cases

A model case - Real life use of the concept, and reflects all critical use of the attributes and no other attributes of any other concept. (Walker and Avant, 1994)

A borderline, related, contrary, invented and illegitimate cases (Walker and Avant, 1994)
Antecedents and Consequences

**Antecedents**: Events or incidents that must occur prior to the occurrence of a concept.

**Consequences**: Events that occur as a result of the concept.
### Antecedents, Attributes and Consequences – Facilitation in Practice Development (PD)

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<th>Antecedents</th>
<th>Attributes</th>
<th>Consequences</th>
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<td>Person Centred Philosophy of care delivery.</td>
<td>Working with Clear principles; Preparedness; Working together; Self awareness and awareness of others; Context and Culture (micro, mezzo and macro); Learning and Personal growth; Knowledge and skills;</td>
<td>Seeing a difference in practice. Personal Growth and flourishing Achievement Change in practice Sense of worth for individual care provider Greater understanding of context Capacity building in relation to Facilitation – role clarity Acknowledgement of theoretical frameworks in PD and facilitation</td>
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<td>Heighten moral obligations – care delivery.</td>
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<td>Need to enhance care from organisational perspective (organisational needs/legislative demands).</td>
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<td>Increased body of knowledge in relation to PD. International Community of PD expertise.</td>
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<td>Openness and sharing of PD processes. Working authentically with theoretical underpinning of PD</td>
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Summary

• Empirical Referents

• Limitations

• Discussion
Thank You
References


