

OUR INTERNAL FACILITATORS

The Internal Facilitators are integral to the project and have been making valuable contributions to the knowledge gained. Now that the facilitation programmes are well underway, we thought it would be interesting to share some of their reflections about their experiences.

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Special Feature:

IF Reflections 1/2

Arm 2:

I have been an internal facilitator, working alongside my colleague in the buddy role. We recently reflected on our experience of being involved in the FIRE project, using John's model of reflective practice as a template.

For us, the focus on implementing the Continence Care Guidelines was our primary motivation for getting involved in the FIRE project. However, we feel that our role in the project has broadened both our professional and personal experience.

We have learned a number of key things that we think are essential for implementing improvements in practice. Firstly, we believe that the enthusiasm of the internal facilitators is paramount. Initially, we lacked skills as facilitators and this has proved a steep learning curve. Our experiences of team work, facilitation, and continence care have mirrored those of our other FIRE project colleagues in the Type A facilitation arm of the study.



Participants from the Republic of Ireland

We have learned that we share the same work environment, work ethic and challenges despite different locations, cultures and languages.

Deadlines have been very important to our successes. We have also learned that failure is part of overall success and each success has been valued more highly in light of other setbacks we have encountered.

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Internal Facilitator Reflections:

(Arm 2 continued)

The monthly project teleconferences have created a really positive experience of group support and belonging.

Overall, we are finding that the experiences we have gained in facilitation are transferring well to our everyday practice.

Arm 3 Reflections:

Here are a selection of comments made by internal facilitators as the project has progressed.

October 2010

“Rollercoaster: Still feels like a rollercoaster. Enjoyed hearing from everyone and comforting to be with the group and give a better feeling about own work. Still a roller-coaster but with more safety in place.”

“Still ‘burning’ for the project! Feel positive having [buddy] on board and not alone. Need people with the same energy as have to move mountains to create ‘the revolution’ that is needed. Feel reassured from today’s meeting.”

December 2010

“As always very positive talking to all of you. So much helpful feedback – it’s like I go to the closet and pull out things that I know but don’t know I know. I feel energised.”

“Very good, things are getting clearer. I am thinking in new ways. Feel a bit down but good to talk to you. Hope I have a better meeting next time. Thank you all.”

“Teleconference really useful and helpful to out emotions because this is really a big thing for me. We are learning so much from each other. I feel we are really close like we were in Kapellerput.”

“I thought the penny had dropped for me a while back about what we are doing, but now it is even more and more and more clear that we are not only focussing on the continence recommendations but on ... ourselves as facilitators.”

January 2011

“Ups and down – sometimes, “yeah I am on the right way - take it easy”. Other times, where am I? what should I do now? Strong positive feeling that I am going somewhere.”

“Sitting in a boat on the river, going with the stream, then wild water wild, “Which direction? Getting stuck, talking then becoming clearer.”

February 2011

“These teleconference meetings are always re-assuring – I often feel lost before the teleconference but find we are doing the right thing but not so structured about it.”

“[Internal facilitator] and I [buddy] gave each other feedback about our facilitation and I wrote a lot about that feedback. It was a lot of information in one package and now the standards are a tool for me to categorise it. Make more sense of it. The lack in my skill will be become clearer by using the standards as a tool.”

Please note: one of the study requirements is that we do not publicly identify our participants. These quotes are therefore anonymous.

WORK PACKAGE 1 — FACILITATION

The Arms 2 and 3 programmes are well underway. The facilitators are well advanced with the development work in their respective clinical areas and are making good progress.

Monthly tele-supervision sessions are held with the facilitators and these are proving to be both supportive and challenging.

The ongoing engagement and peer learning among group members is greatly appreciated and proving to be very helpful to the work being undertaken. The commitment of the facilitators to the project is exciting and hugely valuable.

The main intervention in Arm 2 comes to the end of its 12 month period in May of this year.

To mark this end point, the internal facilitators are organising a meeting in Stockholm on the 16th and 17th June

2011. This meeting is being hosted by one of the Swedish nursing homes participating in the project and internal facilitators and their buddies from the other homes in Sweden, the Netherlands, Ireland and England will be attending.

The purpose of the meeting is to share the achievements that have been made in terms of implementing the evidence-based recommendations for continence care, to plan for sustaining and spreading the improvements and to reflect on the experiences of being involved in the FIRE project.

WORK PACKAGE 2 — EVALUATION

Having developed our framework and proposition statements and collected baseline and 6 month post intervention data, we have been working out the practicalities of data analysis and using this to refine the propositions such as:

- The nature of the internal – external facilitator relationship and support will impact on internal facilitators abilities, skills, knowledge to enact their role in practice.
- The impact on continence practice and outcomes of specific facilitator activities and practices will be enabled or

inhibited within different types of contextual conditions and by the characteristics of home staff, including home managers.

We have also developed a case template to help organise research fellows' field note reflections as well as specific information such as events that affect a site, about each of our research sites.

The economic evaluation is progressing with work on data collection related to continence care and the costs of the interventions.

WORK PACKAGE 3—INTERVENTION

The intervention work package is designed as a pragmatic, randomised controlled trial and focuses on the extent to which research based recommendations for continence care are implemented in practice, and whether this impacts on costs and resident outcomes.

We have completed the baseline data collection, most of the +6 month follow up data and will be returning to sites at 12, 18 and 24 months after the facilitation

programmes to monitor the extent to which recommendations are implemented, and any impact on resident outcomes.

We are about to present our baseline data to our data monitoring committee for their comments and advice.

WORK PACKAGE 4 — DISSEMINATION

As reported previously, in line with our realist evaluation methodology, the theoretical propositions that underpin the study have been developed and refined, through initial consultation with the project board and advisory group.

We are holding a stakeholder consultation event at the Knowledge Utilisation Colloquium (KUII) in Belfast in June 2011 to share the theoretical propositions and seek feedback from others working in the field of implementation research. This feedback, combined with the emerging findings from the first round of data analysis, will be used to develop and refine the propositions for the latter half of the study.

We will also be seeking the views of KUII participants to inform our ongoing work of developing an integrated dissemination and knowledge translation strategy for the project.

If you have any questions about the study or would like any further information, please feel free to contact us.

Additionally, if you have received this newsletter and have colleagues who you think would find it of interest, please pass it on - and let us have their contact details so that we can make sure they receive future information about the study (email our Project Manager d.r.kennedy@warwick.ac.uk).

WORK PACKAGE 5 — PROJECT & CONSORTIUM MANAGEMENT

It is hard to believe that the project has now been in progress for two and a half years.

Since the last newsletter November 2010 our Project Board gathered in London for our fifth Project Board and the Research Fellows also met on the previous day (see photo below).

Our Data Monitoring Committee met for the first time in June 2011. They will meet again in December 2011 and June 2012.

All the necessary ethical committee and research governance approvals are now in place.

We have been advised by the EC that our period one Scientific Report and finances have been accepted. The next report is due in early 2012.

We are currently recruiting a new Research Secretary at Warwick to assist with the project management.



The FIRE Project Research Fellows at the March 2011 Project Board Meeting.
Front left: Claire Hawkes, Paul Slater and Ankie Eldh.
Back left: Carole Mockford, Theo Niessen and Teatske van der Zijpp.



**Facilitating Implementation
of Research Evidence**

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