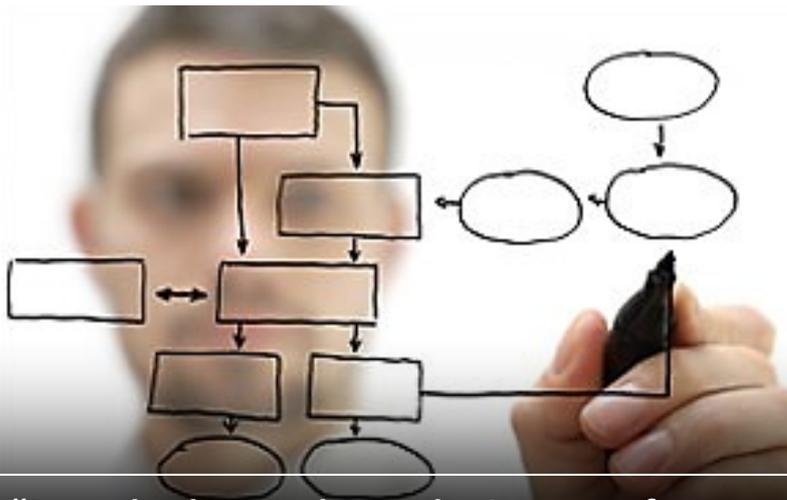


CLAHRC BITE

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A bite-sized summary of CLAHRC research: An Evaluation of Mental Health Commissioning Leadership Skills Development Programmes



“A method to evaluate the impact of leadership programmes on mental health commissioning and leadership skills”

What?

The evaluation aims to understand the extent to which Mental Health Commissioning Leadership Skills Development Programmes have impacted leadership and commissioning practice.

Why?

Improving mental health service provision has become a key aim for the NHS. Skills development programmes for Mental Health Commissioning leaders are seen as one way in which to improve services but impact evaluations on such programmes are rare.

How?

A retrospective evaluation using mixed methods: pre and post participation scoring; semi-structured interviews; and third party testimonies.

Evaluations of leadership and commissioning programmes typically consist of 'happy sheets' centred on the participants' experience of learning and rarely focus on whether the programme has impacted behaviour beyond completion. The three stage methodology used for this Mental Health Commissioning and Leadership Skills Development Programme evaluation can help to identify the particular strengths of learning programmes, and how these impact practice at both individual and organisational levels:

Stage 1. Retrospective Self-Evaluation Questionnaires: Respondents were asked to reflect upon and rate their knowledge, skills and abilities as they were before taking part in the programme and at the present time, and to share any perceived achievements result ing from taking part in the programme. Participants could also comment on the programme design and content.

Stage 2. Telephone Interviews: Open ended questions were asked to establish any perceived achievements as the result of the programme.

Stage 3. Third Party Testimonies: Observations from third parties were collated via an online mixed method questionnaire and through telephone interviews. Third parties rated attendees' skills, knowledge and understanding of colleagues prior to taking part in the programme and at the present time, and provided any examples of change in practice.

Analysis

Pre- and post-programme scores for the self completion questionnaires and third party testimonies were analysed for significant differences. Changes were identified using the Wilcoxon Signed Ranks test to ensure that the differences found were robust and consistent over the sample. The impact of the programme was calculated by measuring the relative percentage increase between the two results. Results from the self completion questionnaire enabled us to understand the perceived impact and third party testimony results illustrate the observed impact. Open ended question responses and interview transcripts were analysed thematically to add context and augment the results from the survey analysis.

The methodology is adapted from a methodological approach developed by The National Centre for Post Qualifying Social Work and Professional Practice. The methodology is designed to demonstrate the impact of the programme on both an individual and organisational level.

What is NIHR CLAHRC East of England?

The National Institute for Health Research (NIHR) Collaboration for Leadership in Applied Health Research and Care (CLAHRC) East of England is a five year programme of applied health and social care research which focuses on the needs of people with complex problems, often vulnerable, when multiple agencies are involved in their care: young people, frail older people, those with dementia, learning disabilities, acquired brain injuries or mental ill health.

The CLAHRC East of England collaboration encompasses some thirty-six organisations, with research hubs in the Universities of Cambridge, Hertfordshire and East Anglia working closely with individuals and organisations involved in the whole care pathway.

Service users and carers are at the heart of what we do, in parallel with an ambitious public health research programme. Co-production and collaboration at all stages of the research process are fundamental to making a positive impact through applied health research.

For more information:

Website: <http://www.clahrc-eoe.nihr.ac.uk/2016/01/mental-health-commissioning-leadership-skills-development-evaluation/>

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