

CLAHRC BITE

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



**“Contrasting observations were seen
between the two programmes”**

What?

An impact evaluation which compares two Mental Health Commissioning Leadership Skills Development Programmes delivered in the South and East of England.

Why?

Improving mental health service provision has become a key aim for the NHS. Comparing the results between two programmes enables us to understand how different development programmes impact leadership and commissioning practice, and the programme design factors which may contribute to this.

How?

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

Background

The South England Mental Health Commissioning and Leadership Skills Development programme was part of a National initiative commissioned by NHS England. The programme, which was delivered during November 2014 through to April 2015, offered participant's five residential modules in the form of face to face workshops and required the completion of a work based improvement project. The East of England programme has offered a rolling programme consisting of face to face workshops, one to one coaching and knowledge facilitation since it was formally established in 2012.

Headline Results

100% of participants across both programmes reported increased confidence as a result of taking part in the programme.

Participants on the East programme generally perceived the programme to have a higher impact and were more satisfied with the programme topics and content than colleagues in the South. Feedback suggests that the individualised approach of the East programme and participants involvement in defining programme content may support in ensuring topics are relevant and delivered at an appropriate level for participants.

Building and maintaining relationships and effective networking was a key area in which participants in the South perceived a higher impact than the East. This suggests that the intensive residential model of the programme is conducive to building effective working relationships.

Third party testimony results show the South programme was observed as effective at impacting hard skills, including commissioning skills and knowledge, decommissioning services and understanding of the crisis care concordat. Feedback suggests that the requirement to apply learning during the work based local improvement project may be a key factor in this. In contrast, the East programme was observed as effective at impacting soft skills, improving participant's leadership abilities, ability to influence, lead change, improve performance and work effectively with others. Feedback suggests the Individualised programme offering one to one coaching may be a factor in this.

Please note that due to the sample size results are indicative.

The Strategic Clinical Network (SCN) East of England commissioned the independent evaluation of the two leadership programmes delivered by the network. The evaluations were completed by CLAHRC East of England and The National Centre for Post Qualifying Social Work and Professional Practice.

Reports showing the evaluation results of both the South and East England programme are also available.

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/>

Contact: Emma Dickerson, Lead Researcher at
Emma.Dickerson@cpft.nhs.uk

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