

IMPACT REPORT

April 2015



Better Connected Research



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Impact report 2015

Welcome to our new Impact Report. This year we have chosen to take a slightly different approach by focusing on our themes of developing collaboration, enabling connections, and delivering capacity.

We have seen a significant growth in our NHS Research & Development North West (NHS R&D NW) community over the last 12 months as demonstrated in our info graphic, with massive increases in the numbers of people visiting our website, connecting with us through social media and attending our workshops and events.

This report takes a closer look at some of the members of this community and how the NHS R&D NW Team has specifically impacted their professional lives and careers. The stories demonstrate how researchers, clinicians and other associates have engaged with the work of the team and used it for the benefit of themselves and their organisations.

NHS R&D NW exists to support and inspire the health research workforce to be the very best it can be and this report provides a small snapshot of how that can happen.



Dr Stuart Eglin

Director

NHS Research and Development North West

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@NHSNWRD

2014 - Engagement with academics, clinicians, policy makers, patients and the public



Email: info@researchnorthwest.nhs.uk

February 2015

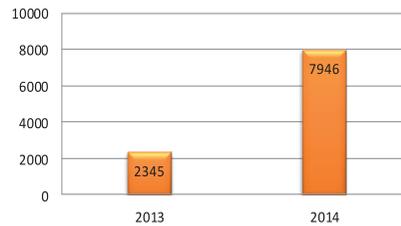


Connections, Collaborations & Communications through social media 2014-2015



Website Statistics

Website Visits

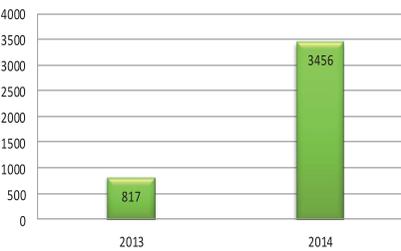


New visitors in last 12 months:



The Region of Choice for High Quality Research

Return Website Visits



LinkedIn Connections

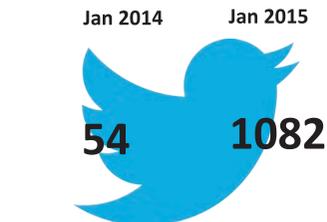


439 connections

Number of people on Database



Twitter Followers



Brand new Facebook Page Likes



1 Introduction

This report focuses on the work of the NHS Research & Development North West (NHS R&D NW) team since April 2013. The purpose of the report is to understand what impact the NHS R&D NW team have had at an individual level with some of the people they work with. It portrays the stories of 9 individuals who have worked with the NHS R&D NW team during this timeframe and describes how working with the team has influenced and supported them.

The NHS NW R&D website describes three areas of activity:

- Enabling connections
- Developing Collaboration
- Delivering Capacity.

Whilst specific questions against these criteria were not asked, the response from participants clearly identifies that the team is delivering impact in all three areas.

1.1 Acknowledgements

We would like to thank everyone who has contributed to this report. Special thanks go to the participants who shared their experiences and made this report possible. Jane Martindale (NHR Clinical Lecturer: clinical practice and research. Currently an extended scope physiotherapist with therapy research lead); Dr Helen Hurst (RGN BA MSc PhD, Advanced Nurse Practitioner, CAPD unit, Manchester Royal Infirmary); Irene McGill (Public member of North West People in Research Forum. Co-chair of the working group); Joy Gana (Clinical Lead Physiotherapist Clinical Lead, Chest Medicine and

Pulmonary Rehabilitation, Training and Education Lead, Therapies Department, Liverpool Heart and Chest Hospital); Kirsty Pine (Research and Development manager in Liverpool CCG. Clerk for the NW Coast); Paula Bennett (Nurse Consultant. Emergency Department. Stepping Hill); Professor Rumona Dickson (Liverpool Reviews and Implementation Group, University of Liverpool); Ruth Young (Public Health Research and Development Manager, Blackburn with Darwen Borough Council); Nick Ponsillo (Head of Learning and Participation, Manchester Cameraata.)

1.2 Research approach

The research for this approach used some of the principles of an appreciative inquiry approach (Jan Reed, 2007).

Participants were invited to contribute to this report via an open email sent out to those who have worked with the team over the past two years. There were up to 30 volunteers, of which 9 were randomly selected to be interviewed. Telephone interviews were conducted and these form the basis for the following stories. (The questions which formed the basis of the research are in appendix one.)

From these participant stories, three were selected to be illustrated as part of the report.

Some of the participants have known the team for up to five years whereas others have only linked with the team recently.



2 Key themes

The stakeholders interviewed for this report identified a number of benefits from their links with the NHS R&D NW team. These are highlighted below.

2.1 Making connections and developing networks

Participants valued the opportunity to connect with peers and make new connections through linking with the NHS R&D NW team. For those working as clinical academics there was a recognition that the role can at times be isolating. Links with the NHS R&D NW team reduced the sense of isolation and enabled connections and opportunities to share thinking and best practice. Helen Hurst describes this:

“it’s always good to hear about others research and it’s reduced the feeling of being in a silo as the team offer an extra resource that can influence and help.”

The Catalyst events and the “Lets Talk Research” conference held in September 2014 are seen as vehicles for making contacts and extending networks. The forums and network groups such as the North West People in Research Forum (NWPiRF) and the post-doctoral group also provide valuable opportunities for people to connect and learn from each other.

2.2 Providing innovative approaches

Participants felt that the team are innovative in their approach to working with others. One participant thought it was very insightful to offer the peer to peer coaching programme as it wasn’t an approach that many of the NHS R&D population are familiar with. Other’s mentioned the Catalyst events

and the opportunity they provide for new thinking and that this is a different and innovative approach which supports people working collaboratively and generating new ideas.

2.3 Providing formal development

The NHS NW R&D team provide formal development opportunities through programmes such as the peer to peer coaching programme and the Releasing Potential programme. Participants recognise the skills, knowledge and confidence they have developed through attending these programmes as well as the connections they have made.

2.4 Providing informal development opportunities

Informal development opportunities include inviting people to work with and on steering committees and design committees for the catalyst events and the annual conference. The team also encourage individuals to share their knowledge with others.

2.5 Dissemination of research and best practice

NHS R&D NW team provide a conduit through which people can share their research and access what others are doing. The ‘Let’s Talk Research’ conference held in September 2014 enabled stakeholders to share their research with a wider audience. The website reinforces this through publishing the abstracts of the research presented at the conference. Some participants in this study report that the website has led to further interest in the research they presented at the conference.

3 Stories of impact from working with NHS NW R&D

Jane Martindale. NHR Clinical Lecturer: clinical practice and research. Currently an extended scope physiotherapist with therapy research lead.

“Finding my voice” is the impact that Jane feels working with the NHS R&D NW team has had for her. She was as a participant on the peer to peer coaching programme in 2014 and she described this as “absolutely incredible.” She went on to say:

“I’ve realised I’m not alone and I want to be able to help others. Working with the R&D team has helped me recognise the value of what I’ve done through my PhD and it’s inspired me to do more. It’s given me more insight into what you can do and as a new researcher it gives me an impetus to continue.”

Jane found the peer to peer coaching programme very insightful. She described how isolating doing research can be and once she had completed the PhD, there was a sense of not knowing how to continue and a fear of losing the momentum of learning. She described the peer to peer programme as an opportunity to learn a new set of skills and also importantly, connect with others who were in similar situations.

“All of a sudden, there was a group of us. I can contact others and receive and offer support.”

Subsequently Jane was invited to be part of the planning team for the Lets Talk Research conference held in Sept 2014. She was involved in all aspects of the planning, including reviewing abstracts and inviting key note speakers. Helping with the conference, enabled Jane to realise she has developed other skills:

“You don’t always see yourself as a leader but really you are and I’m learning ways to find support from others as well as influence them. I’ve become more confident and I can speak to senior folks with more confidence and authority because I was exposed to that through planning the conference last year.”

Concurrently, Jane attended the Catalyst event held in July 2014, on “Leading cultures of research and innovation” and has since also attended the Catalyst event on Patient and Public Involvement in Research held in Jan 2015. More recently, Jane has also joined the Post-Doctoral group hosted by the NHS R&D team. She is also now offering support to others who want to get involved in lecturing.

Dr Helen Hurst, RGN BA MSc PhD, Advanced Nurse Practitioner, CAPD unit, Manchester Royal Infirmary

Dr Helen Hurst completed her PhD in 2011 and was invited to join the post-doctoral group run by NHS R&D NW team. She described her memories of the initial meeting she attended:

“There wasn’t many at the first meeting but there was someone there who was a few years further on than I was, which was really good because immediately post-doctoral you think you should be doing more.. The emphasis was on networking and listening to others and people at various stages. Some had completed their PhD’s a while ago whilst others were still doing theirs.”

For Helen, the connections she made were of great value;

“The post-doctoral group has been a good place to network and it’s been reassuring. Knowing that one year on from completing my PhD it takes time to further develop. It’s been good to talk through the clinical academic role because a lot of us are in that position and one of our questions is how do we help build that profile.”



JANE MARTINDALE. NHR CLINICAL LECTURER: CLINICAL PRACTICE AND RESEARCH. CURRENTLY AN EXTENDED SCOPE PHYSIOTHERAPIST WITH THERAPY RESEARCH LEAD.

INITIAL CONNECTION

Jane's initial introduction to the R&D team was through Lynne Goodacre as her PhD supervisor, and this led to applying for the peer to peer coaching programme. Jane attended the peer to peer coaching programme in 2014 and described this as "absolutely incredible."



WHAT HAPPENED NEXT

Subsequently Jane was invited to be part of the planning team for the Research conference held in Sept 2014. She was involved in all aspects of the planning, including reviewing abstracts and inviting key note speakers.

Concurrently, Jane attended the Catalyst event held in July 2014, on "Leading cultures of research and innovation" and has since also attended the Catalyst event on PPI held in Jan 2015.



More recently, Jane has also joined the Post Doctoral group hosted by the NHS R&D team.



She is also now offering support to others who want to get involved in lecturing.

PERSONAL IMPACT OF WORKING WITH THE NHS R&D TEAM

Jane described her involvement with the NHS R&D team as giving her; "a voice.. I've realised I'm not alone and I want to be able to help others. Working with the R&D team has helped me recognise the value of what I've done through my Ph.D. and it's inspired me to do more."

She explained further: "It's given me more insight into what you can do and as a new researcher it gives me an impetus to continue. You don't always see yourself as a leader but really you are and I'm learning ways to find support from others as well as influence them. I've become more confident and I can speak to senior folks with more confidence and authority because I was exposed to that through planning the conference last year."



Jane found the peer to peer coaching programme very insightful. She described how isolating doing research can be and once she had completed the PhD, there was a sense of not knowing how to continue and a fear of losing the momentum of learning. She described the peer to peer programme as an opportunity to learn a new set of skills and also importantly, connect with others who were in similar situations.



"All of a sudden, there was a group of us. I can contact others and offer support. I feel as if I've got a bigger voice."

THE VALUE THE R&D TEAM ADD

- The value the R&D team add
- "Offer really useful training for our sector that we can't get anywhere else."
- Provide links and networks
- "They are innovative and think outside the box."
- They also enable us to disseminate research in ways other than just papers and it helps patients understand.
- Activities such as conferences takes away from our own environment to a national and sometimes international perspective.
- They seem very forward thinking and they take big strides more little steps.
- "Myth busting" approach
- the R&D team treat everyone is equal and everybody's agenda is listen to.

The initial link through the post-doctoral group led Helen to attend the conference run by the NHS R&D NW in September 2014 and also to be a participant on the peer to peer coaching programme. For Helen, this programme has enabled her to develop further links with people and to develop new skills. Helen's links with the team have grown and she is now part of the steering committee for the next conference to be run in 2015. She believes that the networks and contacts she has created through links with the NHS R&D NW team mean that:

“Working with the NHS R&D team has given me the confidence and knowledge to write research proposals and other's now come to find me for information and advice because they know I am passionate about research.”

Irene McGill. Public member of North West People in Research Forum. Co-chair of the working group.

Irene initially connected with the NHS R&D NW team through involvement in the North West People in Research forum as a patient in research. Through her work with the forum the team invited Irene to be part of the design team for 2 separate catalyst events – the Patient and Public Involvement Catalyst event held in Jan 2015 and an earlier event, the Developing Cultures of Research Catalyst event held in Bolton In July 2014.(

Through an informal conversation with a member of the R&D team at one of these events, she was asked to give a talk on her view of the ‘Research for Patient Benefit’ to post doctorate participants. Irene described that:

“Having not done a presentation for 20 years, standing in front of a group of highly intelligent researchers and practitioners was a daunting experience. I was extremely nervous, but people were supportive and positive, and it was well received.”

Since giving the talk, the top ten tips she created have been put on the R&D website. Having had success and positive feedback Irene says she now feels more able to do presentations again in the future and is keen to continue, currently looking for groups who may be interested.

Since this, Irene has been part of the interview panel for the Health Education North, Clinical Academic Training Programme currently managed by the NHS R&D NW team where health professionals apply for a clinical academic research experience Irene is also working with a facilitator, Melanie Chapman to look at the benefits of Patient and Public Involvement in research.

Irene says that working with the NHS R&D team has given her confidence in several ways:

“It's given me experience I can use elsewhere, for example if I wanted to go onto other committees.”

Whilst Irene doesn't describe herself as looking to further her career, she can see that her work with the NHS R&D team is enabling her to stay involved in an area of work she is passionate about.

“Bearing in mind I'm 67, I'm not planning a career but I do want to stay in the field of public and patient involvement as long as I can and it helps towards my ability to do that.”

Joy Gana, Clinical Lead Physiotherapist Clinical Lead, Chest Medicine and Pulmonary Rehabilitation, Training and Education Lead, Therapies Department, Liverpool Heart and Chest Hospital.

Joy's involvement with the NHS NW R&D team began with her presenting a paper on her research for the NHS R&D NW conference “Lets Talk Research” in September 2014. She received really positive feedback from other colleagues



JOY GANA
 CLINICAL LEAD, PHYSIOTHERAPIST CLINICAL LEAD, CHEST MEDICINE AND PULMONARY
 REHABILITATION TRAINING AND EDUCATION LEAD, THERAPIES DEPARTMENT
 LIVERPOOL HEART AND CHEST HOSPITAL.

INITIAL CONNECTION

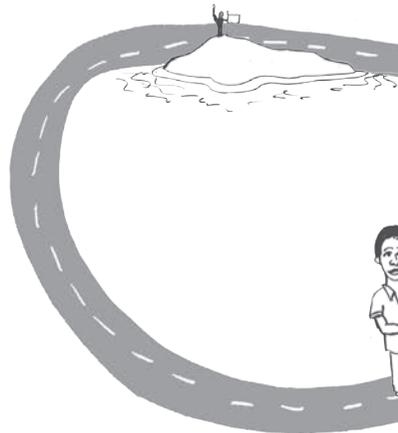
For Joy, she had heard of the NHS NW R&D team before connecting with them and her mentor works closely with them. The initial direct contact came from the mentor suggesting that the team may be interested in the research Joy had done for her PhD. Joy submitted an abstract and presented a paper on her work for the R&D conference that the team ran in September 2014.



WHAT HAPPENED NEXT

Joy received really positive feedback from the conference from other colleagues and it has generated a great level of interest in the research she has been doing. As a result of presenting at the conference, other organisations have got in touch to learn about their work.

Recently someone from the Isle of Mann has contacted Joy as a result of the abstract that was published on the R&D website from the conference. She wanted support and advice from their experience.



Links with local commissioners have been strengthened through the kudos of sharing research with R&D NW and it supports the reputation of the Liverpool CCG and our trust.

Connections also include 3 trusts in the NW that Joy has established mentorship links with and a 4th one is now underway. The information and outcome measures they use have been shared with other trusts.



PERSONAL IMPACT OF WORKING WITH THE NHS R&D TEAM

"Working with the research and development team gave me a very much-needed boost at the time. It put an external validation on our work and helped me recognise the benefits of the work we'd done..
 "It also gave me a chance to reflect and chart our achievements. There's nothing more motivating than being able to reflect on what our team has achieved and what the patients have achieved."
 "It's given me hope for my career I wasn't sure where I could go with my Ph.D. I can now see I can extend my practice and it's given me a point beyond the end of my study."



Linking with others and learn with them in a stimulating environment; "as long as I keep plugged into this my development doesn't need to end. I can keep learning and passing on that knowledge to others that I work with."



"Further analysis of the data we collect and we now look more critically at our data as a result of the conference."

"Helped me to focus on what we should look at and why."

"Provided me with opportunities to share best practice and learn from others."

THE VALUE THE R&D TEAM ADD

- Provide expertise and enthusiasm for research.
- Approachable and offer knowledge.
- Provide networks and links.
- Have an approachable style.

"The NHS R&D team support higher degrees of clinicians in a way that it hasn't been supported before and are trying to encourage more clinicians to get into research so they can understand their work and the impact on their work a lot better."

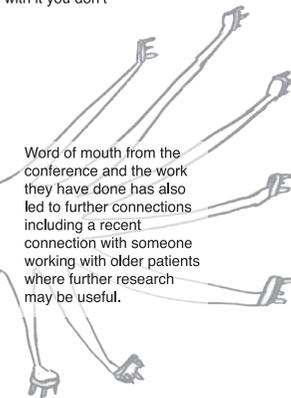
"I've found them to be quite inspiring. They are an example of what you can achieve and you can look up and aspire to be. Most of them have been through research experiences themselves so they know what they're talking about. "

"They are an important resource and because they are so approachable with it you don't worry about making a fool of yourself."

Links and connections with local GP's have also improved and other health professionals such as respiratory nurses in the North West. Joy explained that GP's don't always understand what physiotherapists do, especially Chest specialists, but they do read research so by linking with R&D NW GP's have contacted them requesting a copy of the abstract and this has also led to patient referrals.



Word of mouth from the conference and the work they have done has also led to further connections including a recent connection with someone working with older patients where further research may be useful.



and it has generated a great level of interest in the research she has been doing. As a result of presenting at the conference, other organisations have got in touch to learn about her work. The abstract was published on the R&D website and this has generated further interest, with someone from the Isle of Man recently contacting Joy wanting support and advice through this route.

Presenting at the conference has led to new connections in a number of ways including 3 Trusts in the North West that Joy has established mentorship links with and a 4th one currently underway. The information and outcome measures they used which were part of Joy's paper have been shared with other Trusts. Joy believes that links with local commissioners have been strengthened through the kudos of sharing research with NHS R&D NW and it supports the reputation of the Liverpool CCG and her Trust. Furthermore, she feels that this has developed better links and connections with local GP's and other health professionals such as respiratory nurses in the North West. Joy explained that GP's don't always understand what physiotherapists do, especially chest specialists, but they do read research, so by linking with NHS R&D NW, GP's have contacted them requesting a copy of the abstract and this has also led to patient referrals.

For Joy, her involvement with the NHS R&D NW team has meant it has given her:

"A very much-needed boost at the time. It put an external validation on our work and helped me recognise the benefits of the work we'd done. It also gave me a chance to reflect and chart our achievements. There's nothing more motivating than being able to reflect on what our team has achieved and what the patients have achieved."

For Joy, it's also had a more personal impact:

"I wasn't sure where I could go with my Ph.D. I can now see I can extend my practice and it's given me a point beyond the end of my study. As long

as I keep plugged into this my development doesn't need to end. I can keep learning and passing on that knowledge to others that I work with."



NICK PONSILLA
HEAD OF LEARNING AND PARTICIPATION,
MANCHESTER CAMERATA



INITIAL CONNECTION

Nick first connected with NHS NW R&D team through recommendation through a mutual connection in 2012. Nick worked with the team as they transitioned from the SHA, and the Camerata became part of the Creative Learning Academy, working with the team and R&D professionals on using music and art for personal development.



One R&D manager was initially very sceptical about the process but reported that attending the workshops had a dramatic influence on her. She told Nick that professionally, she was thinking more creatively, and personally she had started visiting art galleries and museums.

PERSONAL IMPACT OF WORKING WITH THE NHS R&D TEAM

Working with the team has developed my ability to question and to reflect on our practice within the Camerata. "It's the open minded, 'what if' approach that Stuart and the team use that has helped me focus on particular issues and questions within our approach too.."

Working with the faculty gives me ideas and innovative ways of doing things and I am learning more about what is going on within the NHS and what opportunities there may be.

Other practical things such as the using digital technology through faculty conversations

Developing a greater awareness of research and its role in 'real life' and how we use it within the Camerata.



WHAT HAPPENED NEXT

In 2013, Nick was invited to join the design team for the Catalyst Dementia event which ran in January 2014. He also became a member of the NHS NW R&D faculty in December 2013, and Stuart Eglin was invited to sit on the Camerata learning and participation group.



CATALYST FOR DEMENTIA AND A FUNDED PHD POST CREATED.

Through the Catalyst event, Nick began to work with Christine Miller and John Keeney and they discovered a mutual interest in researching how we could combine other work with dementia with a greater understanding the embodiment of the music experience and how that can be understood with people who can't use words to describe it. As a result of several meetings between the three they developed a research application and have been given funding from Economic and Social Research Council (ESRC) and in early Feb 2015 a PhD student has been appointed.

"It has potential for worldwide interest.... How do you understand that in the moment experience for someone who has a brain injury and can't talk... How do you understand the experience of an audience member in a concert hall whilst the music is being played.."



THE VALUE THE R&D TEAM ADD

- They provide opportunities to think and question.
- They role model innovation and asking 'what if' and encourage this at every level.
- "They have the confidence to brave" – they stand up for what they believe in.
- They are inclusive and seek input from a wide audience, not just an NHS perspective.

Paula Bennett. Nurse Consultant. Emergency Department. Stepping Hill.

Paula had an email inviting her to participate in the peer to peer coaching programme whilst she was in her fifth year of her PhD in 2014. She undertook the course which she completed 4-5 months ago.

The peer to peer coaching had a “brilliant” impact on Paula, supporting her through the final part of her PhD. She described the coaching sessions that were a part of the programme as:

“...challenging me and helping me to make commitments. They gave me an ‘umph’ at a much needed time. It was a completely different way of getting support and development.”

Paula reported that attending the peer to peer coaching programme gave her the motivation to write at the final stages of her PhD.

Paula valued the peer to peer coaching so much, she has gone on to continue her coaching practice. She described the approach as being very different to how she would normally have worked, and that previously she had wanted to tell people how to solve a problem rather than support them to find their own solutions. It’s changed her approach to supporting others and she described coaching as an opportunity to “give something back.”

Paula has gone on to attend the network meetings and presented her research at the conference in September 2014. She feels that working with the NHS R&D NW team has increased her motivation to offer support and development, and she is looking into potentially setting up a network for others doing MA’s and PhDs.

Nick Ponsillo Head of Learning and Participation, Manchester Camerata

In 2012, Nick became involved in working with the NHS NW R&D team. Camerata collaborated with the team to provide a series of workshops to NHS professionals during the transition from the SHA. This formed part of the Creative Learning Academy, working with the NHS NW R&D team and R&D professionals on using music and art for personal development. Through this collaboration, several further connections have grown and in 2013, Nick was invited to join the design team for the Catalyst Dementia event which ran in January 2014. He also became a member of the NHS NW R&D faculty in December 2013. Stuart Eglin has been a member of Manchester Camerata learning and participation working group since its inception in 2013.

Through the Dementia Catalyst event in 2014, Nick began to work with Prof Christine Milligan (University of Lancaster) and Prof John Keady (University of Manchester) and they discovered a mutual interest in researching how they could gain a greater understanding of in the moment embodied experiences of people with dementia at all stages of the illness engaging with creative music making. As a result of several meetings between the three they developed a research application and have recently been awarded an Economic and Social Research Council (ESRC) CASE PhD Studentship. Nick feels this research has: “Potential for worldwide interest.... We don’t currently understand that in the moment experience and can’t really express it or measure it either... In many ways we’re at the start of a whole new field of study...”

Nick believes his involvement with the NHS NW R&D team has influenced him in a number of ways:

“Working with the team has developed my ability to question and to better reflect on our practice within Camerata. It’s the open minded, ‘what if/ how



can we operate differently to achieve new results' approach that Stuart and the team use that has helped me focus on particular issues and questions within our long term aims and approach too.

Working with the faculty is a chance and space to think and question away from the pressures of daily working. Conversations give me ideas and help me to innovate; each time we meet (either in person or online) I learn something new and a greater insight into not only the work of the team and the wider NHS but also about my own working practice, and that of Manchester Camerata."

Professor Rumona Dickson. Liverpool Reviews and Implementation Group, University of Liverpool.

Professor Rumona Dickson was invited to attend the Catalyst Dementia event in 2014. Through this initial connection, Professor Dickson became interested in working with the NHS R&D NW team to run a peer to peer coaching programme for her research team. They decided to offer it wider than the University and include Clinicians so that people would not be coaching others from their own organisation. This programme has just completed and the mix of academics and clinicians is reported to be hugely valued. For Professor Dickson, linking with the NHS R&D NW team has had a number of benefits on top of the peer to peer coaching programme:

"It's helped broaden my networks, it's renewed my faith that there are people who want to collaborate and I know there is support there if and when I need it."

Ruth Young, Public Health Research and Development Manager, Blackburn with Darwen Borough Council

Ruth first connected with the NHS R&D team as a participant on the 'Releasing

Potential' programme in 2012. She had just moved from an academic role to an NHS role and wanted to develop her knowledge and awareness to do her new role as well as develop a network.

As part of the Releasing Potential programme, participants had a placement and Ruth went to the R&D team for her placement. She acknowledged that working with Stuart Eglin and the team helped to give her a greater insight into her own career options and what was happening within the NHS at that time.

After her secondment, she stayed connected through attendance at Catalyst events and alumni events.

As Ruth was new to her role within the NHS she valued the tools that she gained through the releasing potential programme, the networking opportunities and the ability to stand back and reflect. She felt doing the programme whilst taking on a new role enabled her to adapt to the new role more quickly.

"Working in a new job and doing the Releasing Potential programme worked in tandem in my development. The programme gave me the opportunity to step out of the day job and reflect on my new role. It was a wonderful opportunity to create new contacts and I got a set of faces that if I needed to pick up the phone, I knew who they were."

Ruth also felt that the releasing potential programme helped to build a community of mutual support, and for Ruth she feels this helped her "embrace a new part of my career."

4 What people value about the NHS NW R&D team

4.1 Enable connections and networks

All of the participants interviewed value the role that the NHS R&D NW team have in connecting them with other colleagues and with research and in offering both formal networking opportunities such as forums and networking groups as well as informal connections through conversations with the team or at conferences and Catalyst events.

For Jane Martindale it helps that the team:

“Enable us to disseminate research in ways other than just papers and it helps patients understand. Activities such as the conference create an opportunity for our research and issues to move from our own environment to a national and sometimes international perspective.”

4.2 Encourage and facilitate collaboration through an inclusive approach

The NHS R&D NW team are described as having an inclusive and respectful style which encourages contribution of others.

For Helen Hurst:

“They have energy and are positive and help me to feel valued and supported. I feel energised and valued in my interactions with the R&D NW team. I would encourage anyone to go to the events and meetings.”

Irene McGill adds:

“They are very supportive and make me feel comfortable and included. They treat everyone as equal... They create an environment where people can learn and grow, where I can express my views without judgement.”

4.3 Innovative, with a bold approach

Stakeholders appreciate the innovative approach the NHS NW R&D team take. For Nick Ponsillo:

“they have the confidence to brave. They role model innovation and asking ‘what if’ and encourage this at every level.”

Jane Martindale builds upon this and sees the team as:

“They seem very forward thinking and they take big strides more than little steps.”

4.4 Champion Research and Development in the NHS

The participants value the strategic knowledge and perspective that the NHS NW R&D team have of the NHS as well as the research agenda and they value the way the team support clinicians undertaking research.

Joy Garner believes:

“The NHS R&D team support higher degrees of clinicians in a way that it hasn’t been supported before and are trying to encourage more clinicians to get into research so they can understand their work and the impact on their work a lot better.”



Paula Bennett values the team's:

"Focus, commitment and belief in the importance of facilitating clinical academic careers."

4.5 Offer expertise and are knowledgeable

The NHS NW R&D team are viewed as having expertise in the field of research and development and seen as very knowledgeable both in this area and in knowing who to connect people to. They are described as working hard at 'getting the right people in a room' and as Professor Rumona Dickson describes:

"They give a great deal of thought not only to what they are currently doing, but in where that may go, what it may lead to and the impact it will have."

For Joy Garner it is also about their personal knowledge:

"I've found them to be quite inspiring. They are an example of what you can achieve and you can look up and aspire to be. Most of them have been through research experiences themselves so they know what they're talking about. "

5 Conclusion

The NHS R&D NW team identify three main areas of work; enable connections; develop collaboration and deliver capacity. Research in this impact report supports that they are delivering impact in all three areas:

Enabling connections. All participants taking part in the research report feeling better connected as a result of working with the NHS NW R&D team.

Develop Collaboration. Opportunities to collaborate appear to be enhanced through the connections and facilitative approach that the R&D team offer. Tangible results such as the securing of ESRC funding for the PhD student Nick Ponsillo mentions, are one recent example of this collaboration.

Deliver Capacity. Through development opportunities such as the peer to peer coaching and the Releasing Potential programme, participants report an increased level of skills, knowledge and confidence. Through activities such as the conference, network groups and Catalyst events, participants recognise the ability to disseminate research, share ideas and best practice and learn about research funding opportunities.

6 Appendix One. Interview questions

- When did you first connect with the R&D team?
- What was the initial attraction or reason to engage?
- What was the activity?
- How did this influence you? (Prompt and/or look for for thinking, practice, research activity, career progression, personal or professional development, increased networks etc)
- What happened next?
- How have you stayed linked?
- How often have you accessed their services since?
- In what ways have the NHS R&D team impacted and supported you?
- What do you value about what they offer?
- What is the most important aspect of the way they work?
- How has it changed the way you think or act?
- What difference has it made to your career?
- How has the team's activity impacted on your story?



