

Understanding Nurses and Midwives Experience of Practice Development Activity during Covid19: An appreciative inquiry.

BACKGROUND

Nurses and midwives work in rapidly changing conditions where positive outcomes are associated with the practice environment. Little is known about nurses and midwives experience of practice development activity in their workplace.

We aimed to understand the experience of Practice Development activity through Appreciative Inquiry (AI). Our objectives were: Understanding experience of Practice Development activity through AI; Exploring staff sense of purpose, achievement, belonging, security, continuity and significance; Grounding emancipatory Practice Development concepts in learning and development; Informing future practice development strategy to embed in corporate strategy

METHODS

A mixed methods approach using an 'Appreciative Inquiry' cycle of: discovery, envisioning, co-creating and embedding transformative actions was used including: pre-implementation surveys, virtual emancipatory action learning and post-implementation focus groups. The emancipatory action learning program topics included an overview of practice development and person-centred care, self-care, ways of working together, vision and values for a better future, an introduction to 'Appreciative Inquiry' and the use of practice development tools.

RESULTS

Prior to the action learning program survey participants reported an 'Often' median response to their sense of security, belonging, continuity and purpose in their Practice Development activity. Their sense of achievement and significance was at a lesser extent, with a 'Sometimes' median response.

Virtual workshops were viewed positively. Staff expressed the ability to join from anywhere, reduced travel, hearing multiple voices, being comfortable answering without judgement, fun and interactivity as reasons to include virtual AI in future activity.

'Below the Surface' and 'Growing Together' are emerging concepts from both the workshop and focus group data.

CONCLUSION

The project offered new insight into nurses and midwives 'Senses', and their willingness, openness and ability to rapidly adapt to innovative technologies. This allowed us into workplace practice development reality, a deeper understanding of the Practice Development environment and what we can do more of together.

KEYWORDS

Practice Development, Appreciative Inquiry, Senses Framework, Empowerment, Engagement, Emancipation, Transforming Practice, Workplace Culture



Suzie Kuper
Northern New South Wales Health
District

suzianne.kuper@health.nsw.gov.au

Suzie is a Practice Development Consultant for the Nursing and Midwifery Services of Northern NSW LHD. As a 2019 RRCBP candidate she led a mixed methods action research project using 'Appreciative Inquiry' as both the method and the intervention. Suzie hopes her findings will be used to change the way people think about developing practice together.

Visit
heti.nsw.gov.au/RRCBP
for the 'Rural Research
Capacity Building
Program' then click
'view completed
projects'