PROJECT BRIEF

Assessing the Impact of Leadership Development Programmes for Clinicians

*Principal Investigator: Dr Paul Brankin, Green Templeton College, University of Oxford*

The overall aim of this research project is to study the impact of leadership development programmes aimed at clinicians. There has been considerable interest over recent years in engaging clinicians, particularly doctors and nurses, in healthcare leadership and a number of leadership and management programmes at several institutions in different countries have been established, all aimed at developing clinicians for leadership and management roles. There has also been some research on assessing the impact of these programmes.

The specific aims of the project will include:

- Assessing the impact of the GTC Management in Medicine (MiM) Programme on participants who are, or are training to be, doctors
- Exploring how far the MiM programmes affects doctors career choices
- Developing a standard tool for assessing leadership programmes for clinicians

Study participant will include approximately 20 doctors in training and clinical medical students, who have taken part in the College’s Management in Medicine Programme over the past seven years. Participants will be self selected volunteers.

The primary research tool will be semi-structured interviews. Interviews will be carried out both in person and by phone and will be recorded and transcribed for analysis. Thematic analysis of the interview data will be carried out using a computer programme, such as NVivo. The interview data will be confidential and no participants will be identified in any material published on the research.

Similar studies are being undertaken in parallel by researchers in the Faculty of Health and Life Sciences, Oxford Brookes University and the Medical School, University of Oslo. The intention is to interview participants in leadership development programmes for clinicians at each of these institutions, using a similar interview protocol to that used at GTC. Participants in these institutions will include nurses and other health professionals. Analysis of the interview transcripts will be undertaken using the same approach and methods as at GTC. The results from the three institutions will be compared to explore differences between the impact of the different courses and differences in impact between different groups of participants.

Paul Brankin  11 October 2017