

# **‘A journey of self-discovery and transformation’: An independent, comprehensive evaluation of the Queen’s Nursing Institute Scotland Community Development Programme**

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## **Background**

Community nursing needs to be agile given the pace of change and the diverse and complex care needs in contemporary health and social care. As community nursing care has increased in complexity and diversity, in parallel community nurses face increasing demands, workload and stress. The Queen’s Nurse Development Programme (QNDP) aimed to connect individuals, provide a safe space for them to develop and grow and become change makers through inspiring others and championing community nursing.

## **Aim of the study**

To examine how the QNDP was delivered to individuals, their response and how they transferred and maintained learnings into everyday community nursing in Scotland.

## **Methods**

A comprehensive, longitudinal, real time qualitative evaluation and thematic analysis of the QNDP. Ninety-four interviews, two focus groups and a member checking event were conducted exploring the experiences of the first (2017) and second (2018) cohorts over time, and the experiences of managers (n=12) and QNDP facilitators (n=3).

## **Results**

Participants were overwhelmingly positive and ‘astounded’ by the programme, and appreciated its design, facilitation, approach and methods. All participants experienced a journey of self-discovery and transformation which impacted on their professional and personal lives and resulted in them building a close bond with other Queen’s nurses. These changes and relationships were perceived to be life-long.

## **Conclusions and implications**

A community of practice has been created thereby achieving its aim of connecting individuals and equipping QNDP participants with a range of new skills. Findings of this evaluation and the QNDP are likely to be transferable to other health and social care professionals and beyond the Scottish context.