


COLLABORATION FOR LEADERSHIP IN APPLIED HEALTH RESEARCH & CARE (CLAHRC)

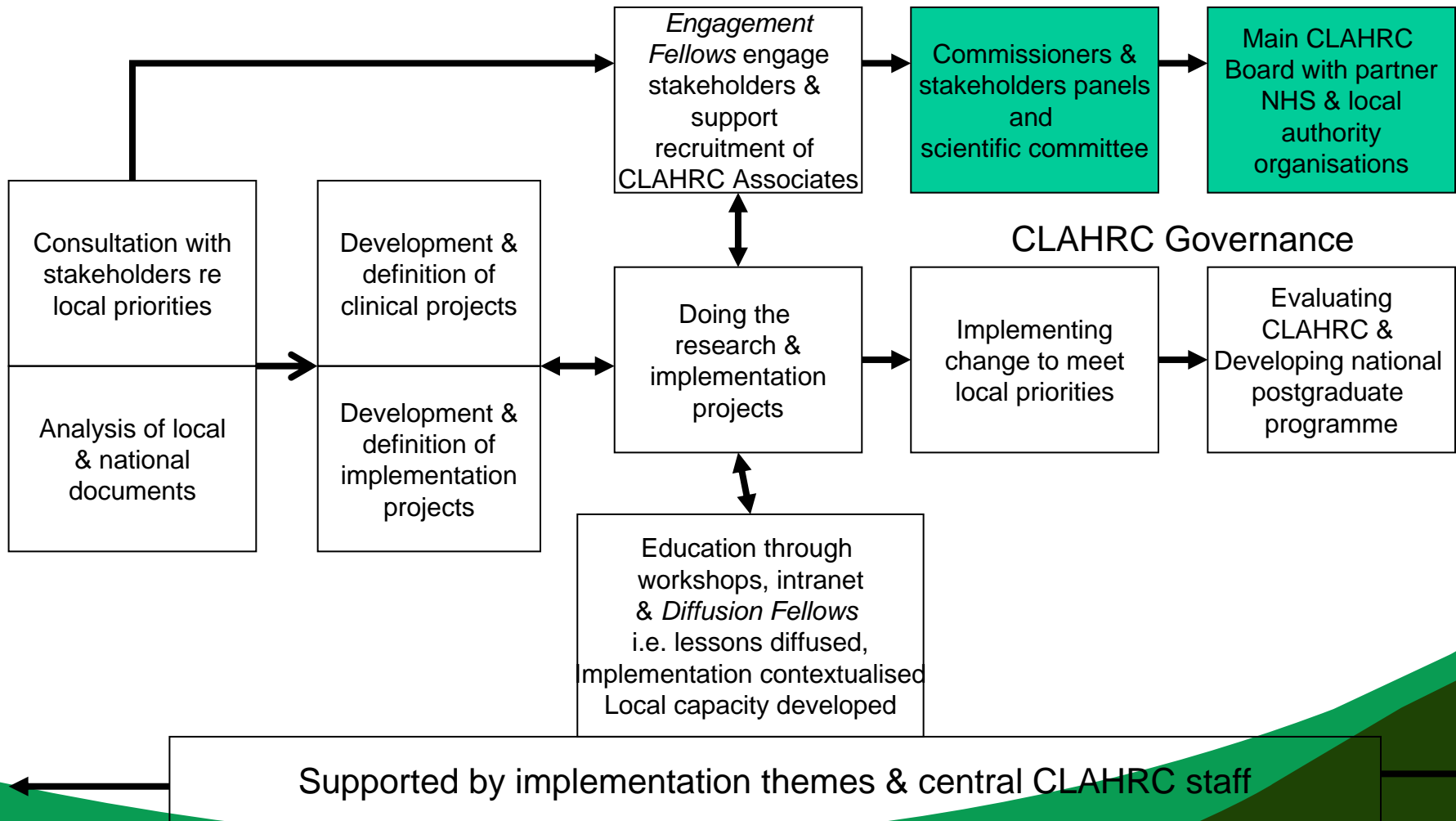
Nottinghamshire,
Derbyshire, Lincolnshire

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HOW DOES CLAHRC NDL SOLVE THE KNOWLEDGE TRANSLATION PROBLEM?

Applies an *Organisational Learning* model: Researchers work alongside (not decoupled from) healthcare staff (CLAHRC **Diffusion Fellows** & Associates) to do the research & support its implementation in a situated way in real time as evidence-based innovation is translated into practice

ORGANISATIONAL LEARNING PROCESS



WHAT DO DIFFUSION FELLOWS DO?!

- Seconded for one day per week
- Act as champions for innovation so that research carried out by CLAHRC is implemented in practice
- In the first 2 years DFs will support the CLAHRC team in carrying out clinical & implementation research (e.g. help us contextualize the research), will attend CLAHRC innovation workshops, will form learning sets with other DFs in a specific clinical area, identify & engage stakeholders connected to specific clinical area that represent potential CLAHRC Associates
- From end year 2 onwards, the DFs will work outwards from the CLAHRC, supported by CLAHRC staff & CLAHRC Associates, to commission evidence-based innovation and then manage the change as evidence-based innovation is implemented.
- Towards the CLAHRC end, DFs will work with CLAHRC Associates to ensure capacity for change in their organisation is developed further

CRITERIA FOR DIFFUSION FELLOWS

- In a position to influence others -- e.g. relatively senior & some experience of working across organisational and professional boundaries
- Exhibit interpersonal skills to influence others -- e.g. leadership, teamworking, communication
- Knowledgeable about the clinical practice within the area of research and/or organisational and management dimensions of change
- Less important are research skills & knowledge, but this may be helpful

CLAHRC SUPPORT

- CLAHRC Workshops
- Other CLAHRC events – e.g. master classes, annual conference
- Learning Sets for DFs
- CLAHRC Associates
- CLAHRC Intranet
- Support development of organisational HR practices – work plans, appraisal, mentoring