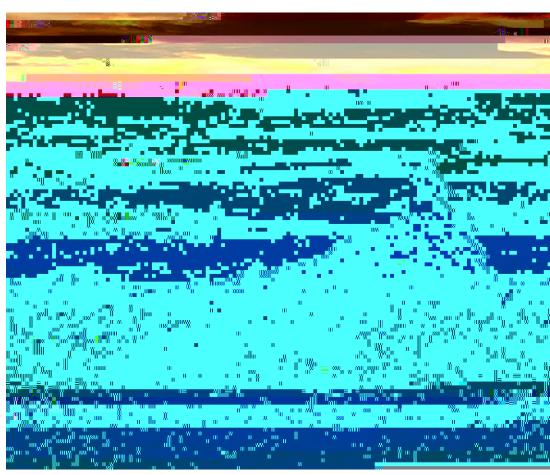
Building trust: Healthcare middle managers' experiences developing leadership capacity and capability in a publicly funded learning network





Background Aim

Methods

Results

Conclusions

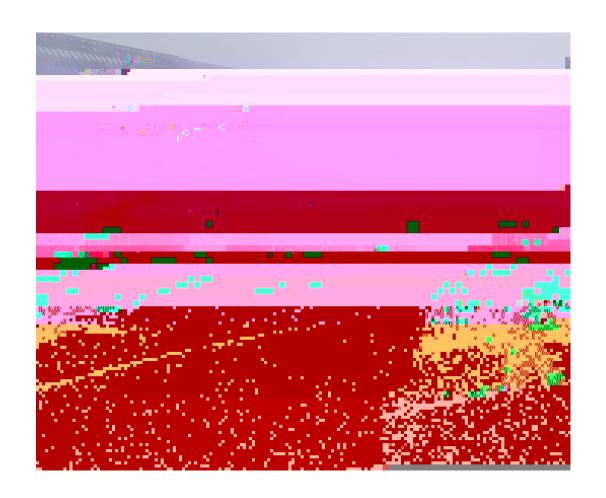
Picture: Trude A Hartviksen





Healthcare middle managers
Self-taught and to learn while working
Increasing complexity
New Public Management
Relational skills





To explore how healthcare middle managers, who participated in a learning network in rural northern Norway, experienced that this participation contributed to the development of capacity and capability for leadership

Picture: Anne Karine Statle







Organized competence development across limited professional, or organizational, borders

Increasing knowledge and shared experience

Quality improvement collaborative

Transformative learning

Established in 2012, consisting of 54 participants, 3-4 times yearly

Share development of leader and improvement knowledge, receive guidance in the practical performance of improvement practices and networking



Two main themes:

- Trusted interaction despite organizational and structural framing
- 2. Knowledgeable understanding of a complex context

Contrast:

Lack of trust both internally in their own organization and across organizational boundaries

The ways in which their learning network enhanced the feeling of trust among the participants





■ BMC





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