# Exploring the people landscape within developmental evaluation's complexity landscape

#### Samantha Togni & Lynne Rogers

On behalf of the HOMES Team: Deborah Askew, Samantha Togni, Lynne Rogers, Sonya Egert, Elizabeth Darlington, Audrey Burgin & Nichola Potter Inala Indigenous Health Service, Brisbane

AES International Conference, Perth, 20 September 2016



### Today's presentation

- Overview of HOMES
- Overview of developmental evaluation
- Overview of the team & context
- How we have used developmental evaluation
- Lynne's story of developmental evaluation
- Exploring the people story within developmental evaluation – what we have learned

### Home-based Outreach Chronic Disease Management Exploratory (HOME) Study

Research Incollaboration Ka

Inala Indigenous Health Service, Brisbane & Kanyini Vascular Collaboration researchers

**Innovation** 

To develop a home-based, patient-centred outreach model of chronic disease management that is acceptable, feasible, & appropriate to Aboriginal & Torres Strait Islander people with chronic disease, their families, and their primary

health care provider

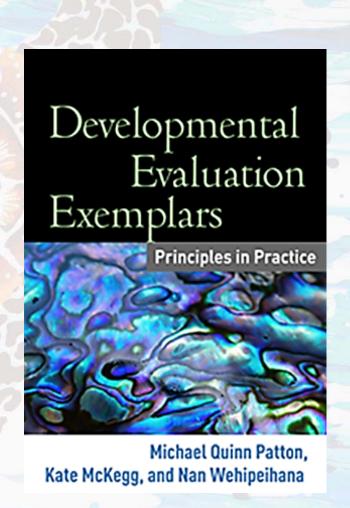
**Approach** 

Exploratory study using developmental

evaluation

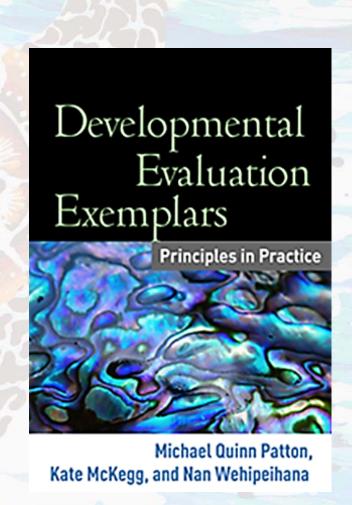
#### Developmental evaluation

- Developmental purpose
- Evaluation rigour
- Utilisation focus
- Innovation niche
- Complexity perspective
- Systems thinking
- Co-creation
- Timely feedback



#### Developmental evaluation

- Developmental purpose
- Evaluation rigour
- Utilisation focus
- Innovation niche
- Complexity perspective
- Systems thinking
- Co-creation
- Timely feedback



#### The context... **Colonisation history** Health department reform Busy & highly regarded health service Funding uncertainty **HOMES Team** New to research; secondments Uncertain developing & implementing new model of care; staff turnover Research collaboration Uncertain job security

Burden of illness

#### The HOMES team

**Case managers:** 

Elizabeth Darlington & Aman Banjania

Program Coordinator: Lynne Rogers

Developmental evaluator:
Samantha Togni



**Indigenous Research Officer:**Sonya Egert

**Research Director:** Deborah Askew

#### Developmental evaluation in practice

Developmental evaluation process within HOMES:

Adaptive & informed facilitation
Space & time to think & reflect
Discover meaning, purpose & clarify issues
Develop deeper, shared understandings

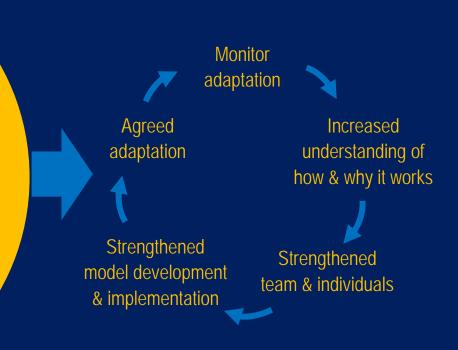
Harness potential, skills & knowledge of all team members

Recognise abilities, achievements & complexities

Consider & interpret real-time data & feedback

Strengthen communication

Make informed, shared decisions



Complex, dynamic context

## My Story within developmental evaluation

Lynne Rogers
Program Coordinator
Southern Qld Centre of Excellence in Aboriginal and Torres Strait Islander Primary Health Care

### My Professional History

Work Life:

30 years experience within Queensland Health

Progression through the ranks

### My Professional Experience

Working Style:

Pathways followed



Staying within the box

### Inala Indigenous Health Life and HOMES

New project/study

Building from scratch



Frustrations in the beginning





### Developmental Evaluation ... my thoughts

Clients Wellbeing

Joining together

Harput

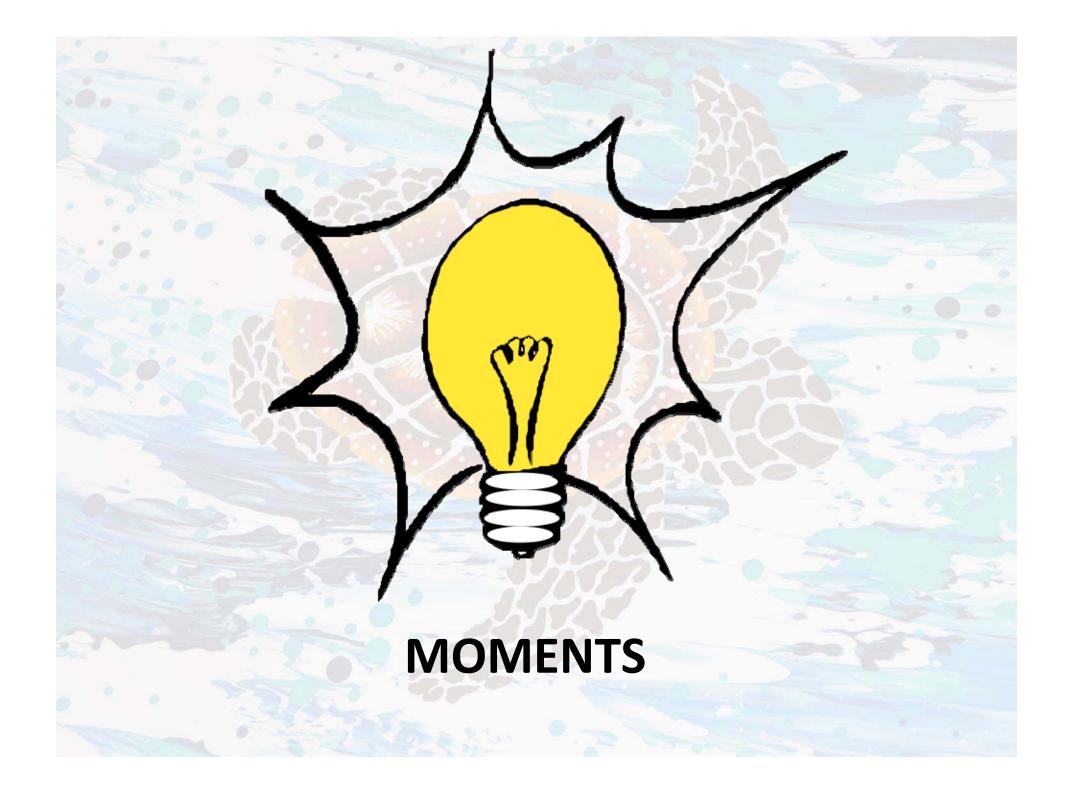
Learning

Challenging

Gaining confidence

Sense of purpose whilst remaining grounded

Positive Change



# Developmental Evaluation ... challenges

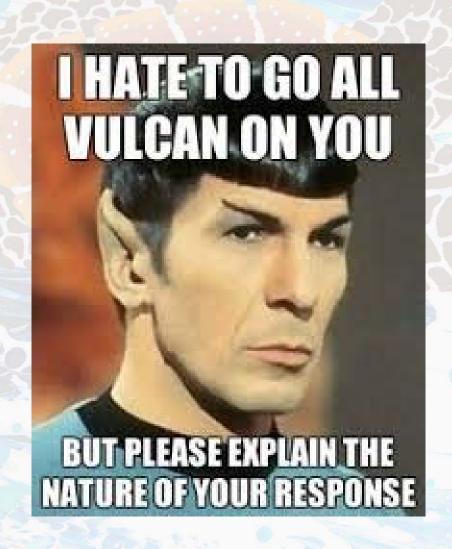
Wellbeing

Trust



Reflective Thinking

# Developmental Evaluation ... explaining it



#### In summary

Reflective Practice

Strength and confidence

Learning that it's ok to redesign

### Our learnings

'In relationship' change & development happen

Challenged people & surfaced their beliefs

Harnessed potential of all team members

Focus & investment in people & relationships

Provided dedicated time for reflection & learning

Opportunities for multiple perspectives

Encouraged systems & evaluative thinking

Held complexity

Personal & professional growth

### Our learnings

Confidence in being innovative

Selfawareness & reflection

Ability to fully inhabit roles

Manage & move forward in uncertainty

Personal & professional growth

Sense of personal agency & influence

Ability to think evaluatively

Appreciation of team & teamwork

Awareness of inter-relatedness



