

Leader Enablement Checklist

Use this checklist to support staff to engage in research, apply evidence, and improve care.

What a leader can do	How a leader can support team members
Set Direction & Expectations	☐ Communicate research and QI as core business. ☐ Align research interests with service and organisational goals. ☐ Support the use of data and evidence to guide decisions.
Build Capability to develop clinician-researchers	☐ Support staff access to training. ☐ Support and enable access to mentors, academic partners, or research support units.
Create Time & Space for staff to participate in research activities	☐ Allocate protected time. ☐ Embed research and QI activities into roles, not as 'optional extras'. ☐ Balance service delivery pressures with innovation and learning.
Provide Tools & Infrastructure to enable research	☐ Assist access to data, analytics, and reporting tools. ☐ Provide practical tools (e.g. QI methods, implementation frameworks, project templates).
Support Research that aligns with strategic priorities and patient needs	☐ Encourage staff to ask important clinical/service questions ☐ Support partnerships with universities and research organisations.
Strengthen Implementation	☐ Promote implementation resources and training (e.g. QH-TRIP). ☐ Support adaptation of evidence to local context.
Enable Quality Improvement (Local Change)	☐ Encourage teams to identify and test small, meaningful changes. ☐ Promote use of structured methods (e.g. PDSA cycles). ☐ Foster a culture where learning from failure is safe.
Drive Clinical Redesign (System Change)	☐ Identify / support larger-scale improvement initiatives. ☐ Remove organisational barriers (e.g. policy, funding, silos). ☐ Ensure successful changes are embedded into routine workflows.
Foster a Supportive Culture that inspires innovation, continuous learning, and curiosity	☐ Recognise and celebrate research and improvement efforts. ☐ Promote collaboration across disciplines and teams.
Measure and Share results to build momentum and spread success	☐ Track outcomes (patient, workforce, system). ☐ Use data to inform decisions and demonstrate impact.