

ABSTRACT PRESENTATIONS BOOK

#EHMA2022



EHMA 2022

**FROM PEOPLE TO SYSTEMS:
LEADERSHIP FOR A SUSTAINABLE FUTURE**

**15-17 June 2022
Brussels, Belgium**



EHMA 2022

FROM PEOPLE TO SYSTEMS:
LEADERSHIP FOR A SUSTAINABLE FUTURE

15-17 June 2022
Brussels, Belgium

WEDNESDAY
15 JUNE 2022

To download the PDF presentations,
please click on the presentation title.

#EHMA2022



Management, operations and practice in the context of the COVID-19 pandemic

When: 14:30-15:45

Where: Room Schaerbeek

Moderator: Dr Ellen Coeckelberghs, Leuven Institute for Healthcare Policy, KU Leuven – University of Leuven, Belgium

[Multidisciplinary teams and quality of care: the experience of breast units during COVID-19](#)

Dr Eugenio Di Brino, Università Cattolica del Sacro Cuore, Italy

[Implications for health system reform, workforce recovery and rebuilding: Lessons from the Great Recession and COVID-19](#)

Dr Padraic Fleming, Trinity College Dublin, University of Dublin, Ireland

[The pandemic as an initiator for change: findings from the conceptual phase of a user experience pilot in a university hospital](#)

Ms Charlotte Jewell, Université de Liège, Belgium

[Creating sustainable working environments: working hours of Junior Doctors during COVID-19 pandemic](#)

Dr Francisco Ribeiro Mourao, European Junior Doctors, Belgium

[The impact of COVID-19 on postgraduate training in European Junior Doctors](#)

Dr Ellen McCourt, European Junior Doctors Association, Belgium

[The evolving impact on healthcare professionals during three COVID-19 waves. A study in the Flemish healthcare workforce](#)

Prof Dr Kris Vanhaecht, Leuven Institute for Healthcare Policy, KU Leuven, Belgium





Sustainable healthcare systems, leadership and task-shifting

When: 14:30-15:45

Where: Room Ixelles

Moderator: Dr Marius-Ionuț Ungureanu, Director of Education at Department of Public Health – Faculty of Political, Administrative and Communication Sciences, Babeş-Bolyai University, Romania

[The optimised patient treatment initiative: a proof of concept from immunology for a sustainable healthcare system](#)

Ms Sarah Alulis, Janssen-Cilag, Denmark

[Task sharing among healthcare professionals for sustainable health systems](#)

Prof Régis Blais, School of Public Health, University of Montreal, Canada

[OPEN public hospitals' eyes to INNOVATION](#)

Dr Ines Ferreira, Centro Hospitalar e Universitário de Coimbra, Portugal

[Health workforce for future: actions to strengthen the capacity of the health workforce in the era of climate crisis](#)

Prof Dr Marija Jevtic, Faculty of Medicine University of Novi Sad, Serbia

[Task Shifting in practice – A case study of the digital pathology in Hungary](#)

Dr Eszter Kovacs, Health Workforce Planning Knowledge Centre, Semmelweis University, Hungary

[Knowledge, skills and competency required for task shifting: the TaSHI-project](#)

Dr Vibeke Sundling, University of South-Eastern Norway, Norway



Management, operations and practice of people-centred systems

When: 14:30-15:45

Where: Room Saint-Gilles

Moderator: Prof Naomi Chambers, Professor of Health Management, University of Manchester, United Kingdom

[Digital workflow of breast cancer care by artificial intelligence and distributed ledger technology application to enhance patient centrim and data sovereignty – a model based on the regional breast cancer care network of a German university hospital](#)

MSc Sebastian Griewing, Institute for Health Care Management e.V., Philipps-University Marburg, Germany

[The complexity of co-designing a transmural care pathway for patients treated with oral anticancer drugs: a qualitative study](#)

Ms Ilyse Kenis, Department of Pharmaceutical and Pharmacological Sciences, Clinical Pharmacology and Pharmacotherapy, KU Leuven, Belgium

[The impacts on the daily life of the person with Type 2 Diabetes Mellitus \(T2DM\) – a comparative analysis between the perceptions of health professionals and people living with T2DM](#)

Prof Ana Rita Pedro, NOVA National School of Public Health, Comprehensive Health Research Centre, Portugal

Integrated care and patient's satisfaction: evidence from the case of people with epilepsy

Prof Stefano Villa PhD, CERISMAS Operations Management Area, Catholic University of Sacred Heart, Italy

THIS PRESENTATION WILL NOT BE SHARED DUE TO PERSONAL PREFERENCES OF THE AUTHOR

[Managing polypharmacy in patients with chronic diseases using innovative solutions \(Gatekeeper project\)](#)

Ms Irati Erreguerena Redondo, Kronikgune Institute for Health Services Research, Spain

Management, operations and practice in managing the digital transformation

When: 16:15-17:30

Where: Room Etterbeek

Moderator: Prof Jill McCarthy, Associate Professor, University of Manchester, United Kingdom

[Virtual action learning in healthcare leadership development programmes](#)

Ms Helen Baxter, University of Manchester, United Kingdom

[Technology and innovation adoption in healthcare and management literature: a shared or different vision?](#)

PhD student Francesca De Domenico, University of Messina, Italy

[Digital therapies access in Italy: is it a problem of cost or literacy?](#)

PhD student Marzia Di Marcantonio, Università Cattolica del Sacro Cuore, Italy

[Implementation of eHealth solutions in municipal healthcare and hospital settings through a new structured approach to the implementation process. What works for whom, in which circumstances, and why? A realist evaluation](#)

PhD student Susanne Eriksen, Western Norway University of Applied Sciences, Norway

[Exploring barriers and determinants of technology adoption in the health sector](#)

Dr Guido Noto, University of Messina, Italy

[Artificial intelligence transforms human liquid biopsies analysis](#)

Dr Manlio Vinciguerra, Medical University of Varna, Bulgaria



Governance and leadership of people-centred systems: a value-based perspective

When: 16:15-17:30

Where: Room Schaerbeek

Moderator: Prof Dr Dr Wilfried von Eiff, Professor in hospital management, University of Münster; Head, Center for Hospital Management, Germany

[Implementing patient-reported indicators: first experiences with the International Survey of People Living with Chronic Conditions \(PaRIS survey\)](#)

Dr Dolf de Boer, Netherlands Institute for Health Services Research (NIVEL), The Netherlands

[Locum doctors and patient and carer experiences of access and continuity of care](#)

Dr Jane Ferguson, University of Manchester, United Kingdom

Does value-based healthcare support patient-centred care?

MD Martha Kidanemariam, Leiden University Medical Center, The Netherlands
THIS PRESENTATION WILL NOT BE SHARED DUE TO PERSONAL PREFERENCES OF THE AUTHOR

[RITMOCORE – Creating value in patient-centred care by aligning the supply chain with service provision](#)

Dr Jordi Mercé, Arrhythmia Unit, Hospital Universitari de Bellvitge, L'Hospitalet, Spain

[A community-first framework for social value: a realist review](#)

Dr Crispen Sachikonye, University of Manchester, United Kingdom

Managing the performance of value-based healthcare: insights and recommendations

Dr Hilco van Elten, Erasmus School of Health Policy & Management, The Netherlands

THIS PRESENTATION WILL NOT BE SHARED DUE TO PERSONAL PREFERENCES OF THE AUTHOR



Management, operations and practice for shaping sustainable systems

When: 16:15-17:30

Where: Room Ixelles

Moderator: Dr Eszter Kovacs, Assistant Professor, Health Workforce Planning Knowledge Centre, Semmelweis University, Hungary

[The future of hospital quality of care policy: a multi-stakeholder discrete choice experiment in Flanders, Belgium](#)

PhD candidate Jonas Brouwers, Leuven Institute for Healthcare Policy, Belgium

[The efficiency of environmental measures in reducing energy and water consumption and waste production using Stochastic Frontier Analysis – the reality of Portuguese healthcare institutions](#)

Dr José Chen-Xu, National School of Public Health, NOVA University of Lisbon, Portugal

[Effective use of data for clinical and business leadership: An international comparative study in Europe, the US and Canada](#)

Mr Damir Ivankovic, Department of Public and Occupational Health, Amsterdam UMC, University of Amsterdam, The Netherlands

[Costing in value-based healthcare – science or fiction? A systematic review](#)

Ms Maura Leusder, Erasmus University Rotterdam, The Netherlands

[Some organisational conditions for developing third sector contributions to health systems: evidence from England](#)

Prof Rod Sheaff, University of Plymouth, United Kingdom



EHMA 2022

FROM PEOPLE TO SYSTEMS:
LEADERSHIP FOR A SUSTAINABLE FUTURE

15-17 June 2022
Brussels, Belgium

THURSDAY
16 JUNE 2022

To download the PDF presentations,
please click on the presentation title.

#EHMA2022

Management, operations and practice for improving healthcare access, delivery and outcomes

When: 10:00-11:15

Where: Room Etterbeek

Moderator: Dr Marius-Ionuț Ungureanu, Director of Education at Department of Public Health – Faculty of Political, Administrative and Communication Sciences, Babeş-Bolyai University, Romania

[Co-creation roadmap towards sustainable quality of care: a multi-method study](#)

MSc, PhD Cand. Fien Claessens, Leuven Institute for Healthcare Policy, KU Leuven, Belgium

Impact of an improvement collaborative on adherence to an ERAS protocol in elective colonic cancer surgery: a multicenter study

Dr Ellen Coeckelberghs, Leuven Institute for Healthcare Policy, KU Leuven, Belgium

THIS PRESENTATION WILL NOT BE SHARED DUE TO PERSONAL PREFERENCES OF THE AUTHOR

[Biosimilars for the treatment of dermatological, rheumatological and gastroenterological diseases: patterns of use and economic advantages](#)

Ms Lucrezia Ferrario, LIUC University and LIUC Business School, Italy

[How standardised are the care processes for acute ischemic stroke in Flemish hospitals?](#)

Ms Charlotte Lens, Leuven Institute for Healthcare Policy, KU Leuven, Belgium

[Re-designing elderly care across the full cycle of care: evidence from an Italian benchmarking study](#)

Ms Rossella Pellegrino, CERISMAS, Catholic University of Sacred Heart, Italy

Management, operations and practice of the workforce of the future

When: 10:00-11:15

Where: Room Schaerbeek

Moderator: Dr Eszter Kovacs, Assistant Professor, Health Workforce Planning Knowledge Centre, Semmelweis University, Hungary

Importance of clinical leadership in crossing medical specialist boundaries

Ms Aniek Braam, Erasmus School of Health Policy and Management, The Netherlands

THIS PRESENTATION WILL NOT BE SHARED DUE TO PERSONAL PREFERENCES OF THE AUTHOR

[“The illusion of influence”: how mechanisms of exclusion can hinder nurses’ voice behaviour](#)

MSc Karin Kee, Vrije Universiteit, The Netherlands

[Integrating the needs of small medical specialities in future health workforce management: the case of rheumatology in Germany](#)

Dr Ellen Kuhlmann, Hannover Medical School, Germany

[Nurses have left the building – Broken psychological contracts in health and social care among nursing professionals](#)

PhD Minna Kaarakainen, University of Eastern Finland, Finland

[Breaking perceptions: how to effectively support health professionals to participate in research projects](#)

MSc Liliana Sousa, EEG - University of Minho, Portugal

[Use it or lose it? Exploring reasons for the low uptake of formal psychosocial support during a crisis](#)

MSc Frank van de Baan, Maastricht University, The Netherlands

PhD session – Karolinska Medical Management Centre (MMC) & EHMA Research Award

When: 11:45-13:00

Where: Room Etterbeek

Moderator: Prof Sandra C. Buttigieg, Head of Department of Health Systems Management and Leadership, University of Malta, Malta

[Prevalence and predictors of care left undone among physicians in acute care hospitals across six European countries](#)

Mr Simon Dello, Leuven Institute for Healthcare Policy, KU Leuven, Belgium

Improving health performance through clinical risk management: the clinical path within the Intensive Care Units

Dr Anna Roberta Gagliardi, Department of Economics, University of Foggia, Italy

THIS PRESENTATION WILL NOT BE SHARED DUE TO PERSONAL PREFERENCES OF THE AUTHOR

Cost-effectiveness analysis of proximal femoral nail and bipolar hemiarthroplasty in hip fracture surgery

Ms Gamze Kutlu, Ankara University, Turkey

THIS PRESENTATION WILL NOT BE SHARED DUE TO PERSONAL PREFERENCES OF THE AUTHOR

[Pharmacists in the strategic leadership of manufacturing pharmaceutical companies](#)

Ms Nsovo Mayimele, Tshwane University of Technology, South Africa;
University of the Witwatersrand, South Africa

[Unwarranted between-hospital variation in the vital few patient outcomes mortality, readmission and prolonged length of stay as a trigger for setting quality priorities. The urology case study](#)

Ms Astrid Van Wilder, Leuven Institute for Healthcare Policy, KU Leuven, Belgium

Management, operations and practice for improving healthcare access, delivery and outcomes

When: 11:45-13:00

Where: Room Schaerbeek

Moderator: Dr Ellen Coeckelberghs, Leuven Institute for Healthcare Policy, KU Leuven – University of Leuven, Belgium

[Epidemiology and management of Heart Failure in 10 European countries](#)

Ms Pascale Brasseur, Miracor Medical, Belgium

[Towards achieving full potential for community health care in Romania – an analysis of current evidence](#)

Ms Monica Georgiana Brînzac, Department of Public Health, Faculty of Political, Administrative and Communication Sciences, Babeş-Bolyai University, Romania

[Factors influencing automated dispensing solutions for in-hospital medications: experiences, perceptions and economic evaluation in six European Countries](#)

Dr Lucrezia Ferrario, Carlo Cattaneo – LIUC University and LIUC Business School, Italy

[Challenges for structurally achieving value-based healthcare: a multi-method case study in a setting with ‘perfect’ preconditions](#)

Dr Bart Noort, University of Groningen, The Netherlands

[Measuring the outcomes of physical rehabilitation in early-stage Alzheimer’s patients: a feasibility study](#)

Ms Laura Pitkänen, University of Helsinki, Finland

Management, operations and practice in managing the digital transformation

When: 11:45-13:00

Where: Room Ixelles

Moderator: Prof Jill McCarthy, Associate Professor, University of Manchester, United Kingdom

[Establishment of an innovation centre within an Irish acute hospital](#)

Dr Natalie Cole, Tallaght University Hospital, Ireland

[WOW – A step towards domiciliary hospitalisation](#)

PhD Inês Antunes Ferreira, CHUC, Portugal

[Patient-centred medication management: How to enhance patient safety and reduce work burden for medical staff by digitalized closed-loop cabinets](#)

Prof Dr Dr Wilfried von Eiff, University of Münster; Center for Hospital Management, Germany

[A novel innovation in the provision of public health services: A primary care Joint Venture enabling better access to care with a new digital services platform and 24/7 Digital Clinic](#)

Petja Orre, Harjun terveys, Finland

Management, operations and practice to improve healthcare access, delivery and outcomes during the COVID-19 pandemic

When: 11:45-13:00

Room Schaerbeek

Moderator: Prof Ann Mahon, Professor of Health Leadership; Head of the Health Management Group, University of Manchester, United Kingdom

[Shared Decision-Making \(SDM\) during a pandemic – Evidence from Cyprus](#)

Dr Chris Bachtsetzis, Arrowe Park Hospital, Wirral University Teaching Hospital, United Kingdom

[Breast unit safety during the COVID-19 pandemic: difference among coordinators and patients' perceptions](#)

Mr Eugenio Di Brino, Università Cattolica Del Sacro Cuore, Italy

[INTREPID: Artificial Intelligence in disasters, the future is already here](#)

Ms Marta Burgos Gonzalez, Spanish School of Rescue and Detection with Dogs (ESDP), Spain

[Disruptive effects of COVID-19: An exploration of EU country responses and lessons for workforce mobilisation](#)

Dr Gareth Rees, ESAN University, Peru

[Digital transformation in the era of COVID-19: the case of Greece](#)

MBA Achillefs Vratimos, National and Kapodistrian University of Athens, Greece

Policy and regulations for the workforce of the future

When: 11:45-13:00

Where: Room Ixelles

Moderator: Prof Dr Ronald Batenburg, Research Coordinator, Netherlands Institute for Health Services Research (NIVEL); Endowed Professor, Radboud University, The Netherlands

[Towards resilient health systems: a youth perspective to impulse the wellbeing of healthcare workers](#)

Ms Audrey Fontaine, European Health Parliament, Belgium

[Status of nursing and midwifery in the WHO European Region](#)

Dr Sule Kurt, KU Leuven, Belgium

[Medical workforce planning of the future: trends from Junior Doctor's eyes after the pandemic](#)

Dr Francisco Ribeiro Mourao, European Junior Doctors, Belgium

[Health policy implementation: how do private providers and health workers adapt or enact policy in practice?](#)

Dr Sarah Willis, University of Manchester, United Kingdom

[International comparison of professional competency frameworks for nurses: A document analysis](#)

Ms Renate Wit, Netherlands Institute for Health Services Research (NIVEL), The Netherlands



EHMA 2022

FROM PEOPLE TO SYSTEMS:
LEADERSHIP FOR A SUSTAINABLE FUTURE

15-17 June 2022
Brussels, Belgium

FRIDAY
17 JUNE 2022

To download the PDF presentations,
please click on the presentation title.

#EHMA2022

Management, operations and practice in people-centred systems: a value-based perspective

When: 9:30-10:45

Where: Room Schaerbeek

Moderator: Prof Dr Dr Wilfried von Eiff, Professor in hospital management, University of Münster; Head, Center for Hospital Management, Germany

[Towards a framework for organising care around patients, drawing on stories from the frontline of the NHS in England](#)

Prof Naomi Chambers, University of Manchester, United Kingdom

[From a view of the hospital as a system to a view of the suffering patient](#)

Dr Gillie Gabay, Achva Academic College, Israel

[Expert consensus on value-based healthcare in the consultation room: a Delphi study](#)

ir. Veerle van Engen, Erasmus University Rotterdam, The Netherlands

Governance and leadership for improving healthcare access, delivery and outcomes

When: 9:30-10:45

Where: Room Ixelles

Moderator: Prof Ann Mahon, Professor of Health Leadership; Head of the Health Management Group, University of Manchester, United Kingdom

[Health Management: evaluating the relationship between organizational factors, psychosocial risks at work, performance management and hospitals outcomes](#)

Professor Tania Gaspar, Lusiada University/CLISSIS, Portugal

[Effective use of data for clinical and business leadership: An international comparative study in Europe, US and Canada](#)

Mr Damir Ivanković, Department of Public and Occupational Health, Amsterdam UMC, University of Amsterdam, The Netherlands

[Digital transformation for increased access and improved management of diabetes and its complications](#)

Associate Prof, MD, MBA, PhD Nino Mikava, Business and Technology University, Georgia

[Communicating research evidence to health and care boards](#)

Ms Sarah Parkinson, RAND Europe, United Kingdom

[Distance from a Reference Centre on complex cancer diseases: a proxy for poor outcomes? A mixed-methods study based on Catalonia \(Spain\)](#)

Prof Joan Prades, Catalan Cancer Strategy, Department of Health, Spain

Does nursing leader's collectivistic orientation contribute to team members' patient safety behaviors – A multilevel model

Dr Sarit Rashkovits, Yezzeel Valley College, Israel

THIS PRESENTATION WILL NOT BE SHARED DUE TO PERSONAL PREFERENCES OF THE AUTHOR

Finance and economics for improving healthcare access, delivery and outcomes

When: 9:30-10:45

Where: Room Saint-Gilles

Moderator: Dr Alexandre Lourenço, Hospital Administrator, Coimbra Hospital and University Centre; Coordinator of the Postgraduate Programme in Management of Health Institutions, ISEG – Lisbon School of Economics and Management, Portugal

The influence of funding and reimbursement on healthcare product innovation: a comparative case study

MSc Sanne Allers, Erasmus School of Health Policy and Management, The Netherlands

THIS PRESENTATION WILL NOT BE SHARED DUE TO PERSONAL PREFERENCES OF THE AUTHOR

[A journey towards a Value-Based Health Care \(VBHC\) funding model for Lung Cancer: the FAROL \(“lighthouse”\) project](#)

MSc Marina Borges, Portuguese Oncology Institute of Porto (IPO-Porto), Portugal

[Hospital economic burden of COVID-19 critically ill in the first year of pandemic – clinical, therapeutic and demographic cost correlated factors](#)

BSc Ana Craveiro, CHUPorto, Oporto, Portugal; Ms Susana Ferreira, Controler, Centro Hospitalar e Universitário do Porto, Portugal

[Factors affecting the end-of-life care and palliative care use among people aged 50 and older in Europe before and during the COVID-19 pandemic](#)

PhD Rui Dang, Westminster International University, Uzbekistan

[Local treatment of breast cancer: an HTA analysis comparing IORT and EBRT in the Italian setting](#)

Ms Lucrezia Bianca Ferrario, Carlo Cattaneo – LIUC University and LIUC Business School, Italy

[Educational interventions to reduce prescription and dispensing of antibiotics in primary care: a protocol for a systematic review of economic impact](#)

Prof Maria Teresa Herdeiro, Institute of Biomedicine (iBiMED), University of Aveiro, Portugal

In search of a better health system funding model

Prof Denise Santos, ESESFM, Portugal

THIS PRESENTATION WILL NOT BE SHARED DUE TO PERSONAL PREFERENCES OF THE AUTHOR

Management, operations and practice of people-centred systems

When: 11:15-12:30

Where: Room Schaerbeek

Moderator: Prof Naomi Chambers, Professor of Health Management, University of Manchester, United Kingdom

[Health service ecosystem perspective in primary care: identifying barriers and facilitation for factors of formal and informal carers integration](#)

Mr Federico De Luca, Politecnico di Milano, Italy

[From community empowerment to better primary healthcare. Implementation of community empowerment and engagement framework at a primary health care facility in rural Kazakhstan](#)

Dr Rabiga Khozhamkul, Kazakh National Medical University, Kazakhstan

[Using personal genomic data within primary care: a bioinformatics approach to pharmacogenomics](#)

Mr Rick Overkleeft, 4MedBox Europe B.V., The Netherlands

[The needs and expectations of occasional users of primary care services – which patients stand to gain health benefits?](#)

Ms Laura Pitkänen, University of Helsinki, Finland

[Performance measurement in healthcare including the perspective of patients: a bibliometric literature review](#)

Ms Sofia Silvola, LIUC – Università Cattaneo, Italy

Policy and regulations for improving healthcare access, delivery and outcomes

When: 11:15-12:30

Where: Room Ixelles

Moderator: Dr Alexandre Lourenço, Hospital Administrator, Coimbra Hospital and University Centre; Coordinator of the Postgraduate Programme in Management of Health Institutions, ISEG – Lisbon School of Economics and Management, Portugal

[Exploring the reporting and monitoring of adverse health events in Romania: current progress and future development](#)

Ms Simona Anca Ciotlaus, Department of Public Health, Faculty of Political, Administrative and Communication Sciences, Babeş-Bolyai University, Romania

[The development of solidarity in the Dutch health care system between 2013 and 2021: a repeated cross-sectional study](#)

MSc Marloes Meijer, Netherlands Institute for Health Services Research (NIVEL), The Netherlands

A network based approach to improve accessibility of primary care services

Dr Chiara Morlotti, University of Bergamo, Italy

THIS PRESENTATION WILL NOT BE SHARED DUE TO PERSONAL PREFERENCES OF THE AUTHOR

[Identifying medical deserts in Europe: a new working definition from the AHEAD consortium](#)

PhD Mirela Mustata, Center for Health Policies and Services, Romania

[Reducing GHG emissions, waste and costs by remanufacturing single-use medical devices](#)

Mr Dan Vukelich, Association of Medical Device Reprocessors, Germany



Governance and leadership of the workforce of the future

When: 11:15-12:30

Where: BEL Auditorium

Moderator: Mr George Valiotis, Executive Director, European Health Management Association (EHMA), Belgium

[The effect of satisfaction with work-life balance on mental health and well-being of primary healthcare professionals in Oman](#)

Prof Mohamad Alameddine, University of Sharjah, UAE

[What does the future hold for the Romanian health workforce? Insight from current national data](#)

Ms Monica Georgiana Brînzac, Department of Public Health, Faculty of Political, Administrative and Communication Sciences, Babeş-Bolyai University, Romania

Healthy workplaces ecosystems and professionals stress management in pandemic COVID-19 context

Prof Tania Gaspar, Lusiada University/CLISSIS, Portugal

THIS PRESENTATION WILL NOT BE SHARED DUE TO PERSONAL PREFERENCES OF THE AUTHOR

[Closing blind spots in pandemic hospital management: exploring healthcare workers' perceptions of COVID-19 pandemic risk and protection in Germany](#)

Dr Ellen Kuhlmann, Hannover Medical School, Germany

[Speedy but Effective Conversion to Online Learning: Tales from UK Universities](#)

Dr Jillian McCarthy, University of Manchester, United Kingdom; Dr Steve Gulati, Director of Healthcare Leadership & Senior Fellow, Health Services Management Centre Park House, University of Birmingham

[Conceptualising leadership development as a complex intervention: Developing a theory of change as part of an evaluability assessment](#)

Dr Katherine Perryman, University of Manchester, United Kingdom

