

## **Governance Mechanisms**

Shared governance  
Magnet accreditation  
Professional development  
Clinical governance  
Organization of healthcare delivery  
Funding schemes (*described elsewhere*)

## **Enablers of transformation**

Engagement  
Communication  
Leadership  
Clear vision  
Change management strategies  
More research needed on enablers

## **Workforce outcomes**

(e.g., work attitudes, collaborative practice,  
professional behaviour)

**Patient  
outcomes**

**Financial  
outcomes**