

#### 2.4 Evaluation Process

The project was evaluated against a set of four key outcomes, see *Appendix A, Evaluation Framework*, which reflected the project's desired outcomes and suggested some 'indicators' to show how the project met the outcomes.

These indicators were changes, or shifts, in thinking and working practice, recognised and made by care home managers as a result of taking part in creative leadership development.

Data was gathered using a mixed method approach. Details on the data gathering methods and statistical results can be found in *Appendix B, Data Gathering Methods and Quantitative Results*.