Table 1: Overview of research phase/action spiral goals and data gathering activities.

Phase	Primary goals & activities:	Participants
Orientation	*Goal: To gain insight into current relationships and context (structures, conventions & practices)* • critical and creative culture workshop • participant observations of context (x5) • participant observations of nurse leadership (x3) • narratives of care • narratives of nurse leadership	 22 members of staff Staff & patients CNs / UM / staff 8 patients + 16 staff 11 nursing staff + 1 physician
Action spiral 1	*Goal: To gain insight into changing nurse leadership practice* • 19 AR'er facilitated critical and creative reflective inquiry sessions on 15 narratives	 2CNs + 1UM + 1CNS + 2PNs
Action spiral 2	*Goal: To gain insight into leading change in the nursing system* • Visioning primary nursing workshop, facilitated by the AR'er • Primary nurse role analysis workshop, facilitated by the AR'er • 23 AR'er participant observations of leadership + post-observation interviews with the observed leader (and those interacting with leader) • 4 PN implementation evaluation meetings • (Evaluative) critical and creative culture workshop, facilitated by 1UM + 1CN • Nurse leadership evaluation workshop, facilitated by an external researcher • Participatory analysis of a staff evaluation questionnaire (n=15), facilitated by the AR'er	 2CNs + 2PNs 2CNs + 2PNs CNs (16 sessions) PNs (4 sessions) UM (3 sessions) 2 staff nurse interviews 2 student interviews 1 physician interview 2PNs + 2CNs 5 staff nurses 5 staff nurses 4 staff nurses + 1CN
Action spiral 3	*Goal: To gain insight into leading storytelling sessions aimed at fostering person-centred care* • 13 post-observation interviews of CN facilitated storytelling sessions	 2CNs
Action spiral 4	*Goal: To gain insight into nurse leader growth* • 3 annual reflective inquiries into individual leader growth • 19 supervision sessions • 3 AR'er experiences reflected upon during Action Learning Set sessions with university co-workers. • AR'er leadership evaluation workshop, facilitated by external researcher • Midterm evaluation workshop of action research experience, facilitated by AR'er	 2CNs + 1UM + AR'er AR'er + 4 supervisors AR'er ±7 set members 1UM + 1CNS + 2CNs 4 co-researchers

Table 2: Overview of primary data set for thematic analysis

Action Spiral	Primary data set:
1	• 15 critical and creative reflective inquiries = 23 hours of transcript
2	• 23 observations of leadership practice + post-observation interviews = 10 hours of transcript • Unit leadership evaluation workshop = 1,5 hours transcript
3	• 8 post-observation storytelling session interviews = 4,5 hours transcript
4	• 3 annual reflective inquiries = 8 hours of transcipt • Midterm evaluation workshop of action research experience = 2,5 hours transcript • AR'er leadership evaluation workshop

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Box 1: Thematic data analysis framework

1. *Familiarization and submergence*: Reading and scanning data to refresh and enhance understandings gained during the fieldwork, noting relevant events, citations and thoughts.

2. *Creative expression*: Intermittently working on a creative expression of the cognitive and embodied inferences emerging from phase 1. Working on the expression intermittently creates space for contemplation and rest whereby one returns with 'new eyes', reviews and continues. Key words/concepts are then added to relevant/appropriate areas on the final product.

3. *Blending and melding*: Intermittently seeking patterns and connections using the words and imagery, clustering those that can be blended and aligning others for melding. A tentative thematic framework emerges.

4. *Indexing*: Extracts and citations from the raw data are coupled with (sub)themes. New (sub) themes may emerge from re-reading the data, or existent (sub)themes adjusted.

5. *Reviewing and refining*: Thick descriptions are composed for each theme, supported by extracted data. Returning to the data set may be necessary to check the context in which citations were made.

6. *Critiquing*: The thematic framework(s) are member-checked (preferably in dialogue) with participants, and peer-reviewed, until consensus is reached.