

Table 1. The Programme and Process

Date	Scheduled Programme and Process	
June (5 groups) Semi-structured focus group discussions	To identify needs and expectations of attendances, focus group discussions (5 groups) were actualized.	Learning needs and expectations of them were: - How they could become leader and improve as a clinical leader, - How they could improve the autonomy and power in nursing, - How they could reflect and improve clinical innovation in nursing, - How they could cope with stress in COVID-19 pandemic, - How they could improve clinical outcomes by evidence-based nursing interventions as a leader nurses...
July (3 online sessions)	<ul style="list-style-type: none"> - Coping with Stress during COVID-19 Pandemic - The importance of Knowing, Loving and Caring Yourself - Compassion Fatigue in Workplace 	<ul style="list-style-type: none"> - One of the learning needs and expectations of them was “Coping with Stress”
August (2 online sessions)	<ul style="list-style-type: none"> - Autonomy and Power in Nursing - Evidence-based Interventions in Nursing 	<ul style="list-style-type: none"> - One of the learning needs and expectations of them was “Autonomy and Power in Nursing”
September (1 online session)	<ul style="list-style-type: none"> - Creating Innovation Culture in Nursing 	<ul style="list-style-type: none"> - One of the learning needs and expectations of them was “Creating Innovation Culture in Nursing”
October (2 online sessions)	<ul style="list-style-type: none"> - Becoming the Nurse Leader - Improving Clinical Leadership 	<ul style="list-style-type: none"> - One of the learning needs and expectations of them was “Becoming the nurse leader and improving clinical leadership”

<p>November Semi-structured focus group discussions (4 groups)</p>	<ul style="list-style-type: none"> - How is the COVID-19 pandemic affecting our lives, our workplaces, and us? 	<ul style="list-style-type: none"> -
<p>December Season of “Giving”</p>	<ul style="list-style-type: none"> - Sending New Year Gifts to all attendances - Sending individualized “Thank You Cards” to all attendances 	<ul style="list-style-type: none"> - Evaluating whether or not the learning needs and expectations are met....