

Supplementary File Questionnaire

Questionnaire used for both clinical and non-clinical managers.

Question	Further exploration
Tell me a little bit about yourself and what motivated you to work in leadership and with (non-)clinical managers in the ICS?	
Based on your experience what is the general attitude of working with (non-)clinician managers as part of a shared workforce?	What would you recommend (non-)clinician managers do in order to establish a cooperative attitude?
To what extent did you have any formal training? What type of knowledge have you acquired in relation to working with (non-)clinician managers in the health leadership workforce?	What type of knowledge do you believe (non-)clinician managers must possess in order to effectively work with clinicians and as part of the ICS?
What skills have helped you to successfully work with (non-)clinician managers involved in healthcare commissioning and leadership?	What type of skills do you believe (non-)clinician managers must possess in order to effectively work with (non-)clinician managers?
What barriers have you encountered when working with (non-)clinician managers during your time at the health leadership at the ICS?	What barriers would you tackle in order to work effectively with (non-)clinician managers?
What enablers have you encountered when working with (non-)clinician managers during your time at the health leadership at the ICS?	What enablers would you emphasise on in order to work effectively with (non-)clinician managers?
Any questions or anything else you would like to comment on?	