

## Appendix 1

Table 1. Themes and examples of responses.

Theme	Example responses
Learning community	<ul style="list-style-type: none"> <li data-bbox="466 539 1318 752">• I think this is an ever-evolving field and what we understand today may be different tomorrow. The only way to stay on top of this evolution is to collaborate effectively with clinicians and researchers and I believe Australian Genomics is achieving this. [P201 genetic specialist].</li> <li data-bbox="466 786 1286 999">• The team of medical scientists in the XX Pathology Unit has a collective experience of over 100 person years in molecular diagnostics. That collective knowledge and experience is important for success. [P279 medical scientist]</li> <li data-bbox="466 1032 1278 1122">• We've had excellent interactions and engagement with other disciplines [P180 medical scientist]</li> <li data-bbox="466 1155 1278 1245">• I have felt that our Program has not had too many opportunities to work with members of other programs and flagships [P01 medical specialist]</li> <li data-bbox="466 1279 1246 1368">• The network is non-systematic, and appears to run on the strength of external/existing networks and random selection [P71 researcher]</li> <li data-bbox="466 1402 1262 1491">• It's great to have a working group I can regularly refer to for input and advice [P97 other]</li> <li data-bbox="466 1525 1318 1671">• Designing the right methodologies is challenging and requires multiple perspectives and different types of expertise. That is a strength of being part of these Alliances [P247 researcher]</li> <li data-bbox="466 1704 1302 1794">• This is an area of practice that is very challenging to do well. Peer support networks help with this [P84 medical specialist]</li> </ul>

Compliments and personal impacts	<ul style="list-style-type: none"> <li>• My Program is such a supportive, collaborative team. There is always someone available to offer support when needed [P103 researcher]</li> <li>• I see education and training happening on a daily basis around me and so know where my research findings will be utilised. That's rare as a researcher to have such immediate feedback [P014 researcher]</li> <li>• It is inspiring to be working within a network of people who are truly passionate about making a difference to our healthcare [P06 medical scientist]</li> <li>• Whilst the success of any flagship is the outcome of the work of many, I think the personal characteristics of the leadership of the XX Flagship has contributed greatly and, in particular, the inclusive behaviour practiced by that leadership [P129 medical scientist]</li> <li>• Being part of Australian Genomics has been the most amazing period of professional development in my career to date. I have learned so much in such a short time and love that I get to work with passionate, knowledgeable and informed individuals on a daily basis [P55 genetic specialist]</li> </ul>
Project size	<ul style="list-style-type: none"> <li>• Australian genomics is so large that at times it is hard to keep up with who is doing what, and where [P03 other]</li> <li>• The breadth of work can seem overwhelming at times but I'm never bored and never unenthusiastic [P55 genetic specialist]</li> </ul>
Operational factors	<p>Positive</p> <ul style="list-style-type: none"> <li>• Support from a dedicated genetic counsellor / project officer is the key differentiator why this flagship has been effortless in progressing, for me [P340 medical specialist]</li> </ul>

	<ul style="list-style-type: none"> <li>• Having clearly agreed goals and a strong governance structure to support consultative decision making has been evident in my dealings with the Australian Genomics [P168 consumer]</li> <li>• The framework provided by the network has been extremely helpful in moving projects forward and allowing rapid consultation with a range of people [P125 researcher]</li> </ul>
	<p>Constructive</p> <ul style="list-style-type: none"> <li>• Understanding what has worked in other flagships would be useful [P77 medical specialist]</li> <li>• The role of medical scientists in implementing genomic diagnostics in Australia does not I think receive sufficient recognition in Australian Genomics [P279 medical scientist]</li> <li>• It would be great to increase knowledge by developing clinical attachments [placements] to various places nationally and internationally [P272 genetic specialist]</li> <li>• Would be good to understand what is happening in other alliances, research institutions and companies too [P10 researcher]</li> </ul>
	<p>Negative</p> <ul style="list-style-type: none"> <li>• Engagement has been challenging at a national level [P153 genetic specialist]</li> <li>• Several large changes that directly impact my work were only communicated to me via third parties [P03 other]</li> <li>• I am still not sure if I understand the long term aims of the Australian Genomics study [P131 medical specialist]</li> <li>• Many projects are done on a shoestring [P271 medical scientist]</li> </ul>
Strategic factors	Positive

	<ul style="list-style-type: none"> <li>• Flagships have been a key to getting people to work together and learn from the collective experience. I believe that at least some of them will also be critical to ensure these learnings and interactions continue beyond the funding period and expand to other areas such as boosting national interaction around standards of patient management and clinical trials [P76 medical scientist]</li> <li>• I think that the clinical genetics network in Australia is collegiate and we do learn from each other but often links between different professional groups are hard to initiate and I think Australian Genomics has played a great role in helping to bring a wider genomics community together {[P99 genetic specialist]}</li> </ul>
	<p>Constructive</p> <ul style="list-style-type: none"> <li>• I also think there is a perception that Australian genomics is quite Victorian-centred* and so perhaps the Alliance could focus intensely on outward communication in the next year or two [P03 other]</li> <li>• Understanding what comes next – i.e. after we have defined a way forward – would be useful e.g. how to get the recommendations into clinical practice, involving funding [P77 medical specialist]</li> <li>• It would be great to see more attention in the adult based space as opposed to children with rare diseases [P233 genetic specialist]</li> </ul>
	<p>Negative</p> <ul style="list-style-type: none"> <li>• The psychosocial aspect was supposed to be a large part of the study, with surveys other than the health economics surveys... This is largely forgotten [P327 genetic specialist]</li> <li>• Process is a bit nebulous and niche [P189 genetic specialist]</li> </ul>

\*Australian Genomics is administered from the state of Victoria.

