



EMPOWERING NURSES: GOAL ORIENTED LEADERSHIP DEVELOPMENT PROGRAM [GOLD]

Nursing

Capt. Usha Banerjee Group Director Nursing, Apollo Hospitals Group.

Ms. Gracy Philip Assistant Director Nursing, Indraprastha Apollo Hospital, New Delhi-76.

Ms. D. Maryline Flinsi* Principal Apollo School of Nursing, Indraprastha Apollo Hospital, New Delhi-76.
*Corresponding Author

ABSTRACT

Nursing is a challenging profession requiring dynamic and inspiring leaders. In today's demanding healthcare environment, identifying and developing nurse leaders is the greatest challenge. Nurses are educated in clinical skills and nursing practice but not about leadership skills. It is essential to empower nurses with leadership skills. A two days' workshop on leadership development program was organized in the month of September 2020 with the theme GOLD –Goal Oriented Leadership development program. Thirty staff nurses have participated in the workshop. The number of participants were kept limited to ensure social distancing. Pretest and post test was conducted to assess the effectiveness of the workshop. The calculated “t” test value shown that the leadership training was effective. The topics discussed are Importance of communication, Service attitude, Team bonding and self-management. There was a significant difference in the pre and post test score.

KEYWORDS

Empowering nurses, leadership training, workshop, leadership development

INTRODUCTION

Nursing is a challenging profession requiring dynamic and inspiring leaders. In today's demanding healthcare environment, identifying and developing nurse leaders is the greatest challenge. Nurses are educated in clinical skills and nursing practice but not about leadership skills. Evidences shows that the nurses feel powerless in their jobs because they are unable to act autonomously.

Leadership in nursing is not merely linked to top management levels, it is implemented at bedside for nurses. Leadership skills for nurses are crucial to provide high quality patient care and to ensure patient safety in their day to day activities.

Ninety percent of leadership can be learned. Nurses need some time to find out their strengths and weakness, and opportunities to allow them to discover themselves. This can be achieved by on job training and workshops.

MATERIALS AND METHODS

Two days' workshop on leadership development was organized in Apollo Hospitals Delhi on 22nd and 23rd September 2020 with the theme Goal Oriented Leadership development program[GOLD].

The content discussed in the sessions are given below

Topics	Learning objectives
Importance of Communication	- Verbal and Nonverbal Communication - Body Language and Rapport generation - Ability to say NO - Efficient Interaction
Service Attitude	- Prioritization - Conflict Management - Short cuts are not Smart work - Taking Onus and Compliance with rules
Team Bonding	- Importance of team bonding - Interaction with in a team - How a team can work best? - Why do team fails
Self-Management	- Time Management - Delegation - Work Life Balance

The participants have completed a pretest with 15 multiple choice questions and 5 aptitude questions before and after the workshop. The classes were interactive and mainly focused on activity and case studies instead of lecturers.

RESULTS

Table 1: Mean of the Pre and Post test

Test	Mean
Pretest	6.19
Post test	11.64



Fig1: Class on Importance of communication

Fig2: Class on service attitude



Fig 3: Class on team bonding and Self-management

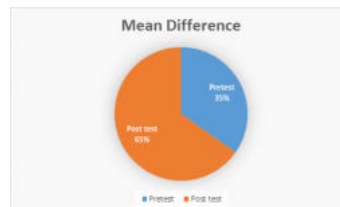


Fig4: Pie diagram showing the mean difference in percentage

Table 2: Calculation of “t” test to assess the effectiveness of the workshop

Item	Mean	Standard deviation	Mean difference	Standard error of mean difference	“t” test
Pretest	6.19	1.78	5.45	0.257	21.20
Post test	11.64	2.04			

The calculated 't' value 21.20 is more than the table value 2.043 at df

29 reveals that the mean difference between the pretest and posttest score is significant at 0.05 level of significance and not by chance. So the leadership training was found to be effective.

CONCLUSION

Healthcare work environment has many stakeholders. Nursing is one of the most important part of healthcare settings. Nursing leadership are a critical part of the change management process. It is crucial for the nurse leaders to ensure that their staff understands not only the way change impacts business but also their own career, development and growth. The staff nurses found the workshop useful and enable them to understand the importance of leadership for quality patient care.

REFERENCES

1. <https://www.intechopen.com/books/contemporary-leadership-challenges/leadership-in-nursing>