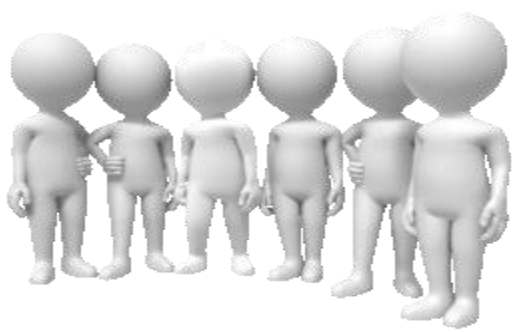




TO

WEBINAR





NURSING LEADERSHIP AND INNOVATION

BY

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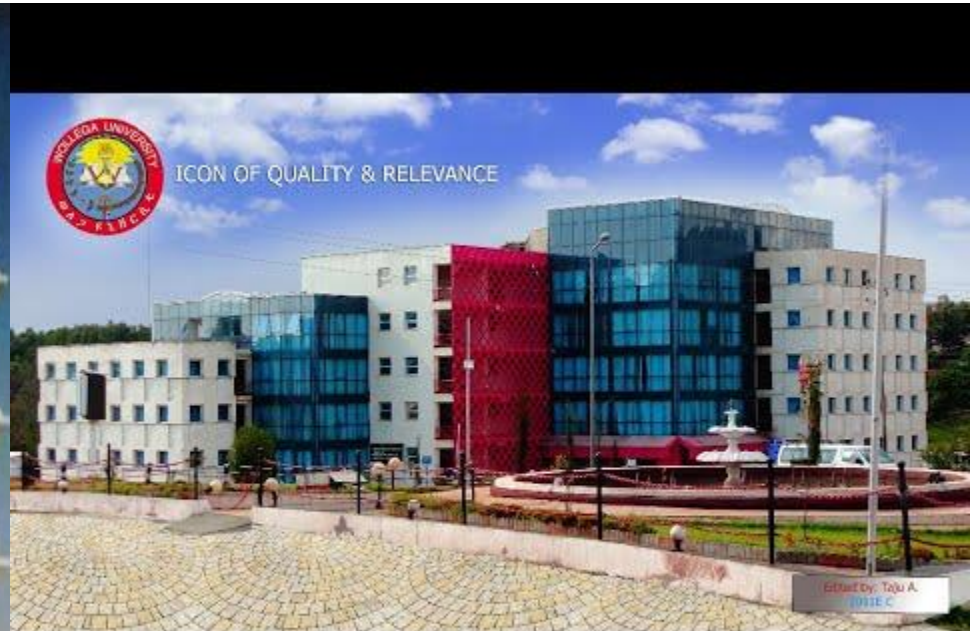
DEPARTMENT OF PEDIATRIC NURSING

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ETHIOPIA, EAST AFRICA

ACKNOWLEDGEMENT





INTRODUCTION

***He alone, who owns the youth, gains
the future***

“LEADERS ARE MADE, NOT BORN”

Leadership is an attempt to **influence groups or
individuals without the coercive form of power.**





INTRODUCTION

Leadership is critical to successful organizational outcomes.

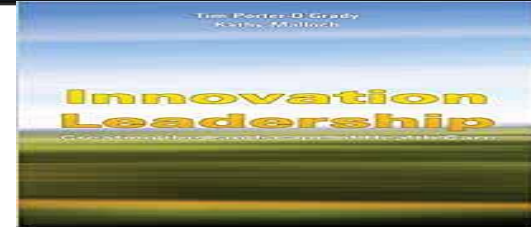
Leadership involves much knowledge and disciplined practice.

At its core, leadership is about relationships with other people. Professionalism is an essential characteristic of nurse leaders.





INTRODUCTION



Great leaders make a **HUGE** difference,
compared to good leaders .

Hence ,without exceptional nursing care
and leadership, readily available high-
quality care cannot be attained.

LEAD



INTRODUCTION

CREATIVITY IS THINKING UP NEW THINGS

INNOVATION IS DOING NEW THINGS

- THEODORE LEVITT

- The only constant feature in this world is change.
- While all the change may not lead to progress, there can be no progress without change.
- This is true for the individual, institution, organization or the country.
- Civilization owes its existence to change.
- The success or even survival of an institution or organization depends on making necessary changes.



LEADERSHIP

Leadership is the relationship in which the leader influences others to work together willingly on related tasks to attain goals desired by the leader and/or group (Terry and Franklin)

Stogdill defined leadership as “the process of influencing the activities of an organized group in its efforts toward goal setting and goal achievement.”

LEADERS



IMPORTANCE OF LEADER

- In most cases, people will perform at about 60% of their potential with no leadership at all
- Thus, an additional 40% can be realized if effective leadership is available

**REAL
LEADERS
ARE...**



DR. IDONNA



NURSING LEADERSHIP

As the world grows, the health problems, programmes and institutions will increase tremendously. So is the need for growth of effectiveness in nursing leadership.





NURSING LEADERSHIP



The critical skills that every nurse needs to possess to enhance professional practice are:-

- **Skills at interpersonal relationship**
- **Skills for applying problem solving process.**

Thus there is need for effective leadership in nursing at all levels to ensure successfully co- operation and direction of group to provide high quality health care.



NURSING LEADERSHIP

- It is a process where by a **nurse influences** two or more persons to achieve **specific goal** in the provision of nursing care for one or more clients.
- Gardner (1986) believes that **90% of** leadership can be taught.
- When nurses graduate they are not ready to assume a leadership role. They require opportunities for **self-discovery** to understand their strengths for **skill building**.



NURSING LEADERSHIP

- Leadership is an important issue related to how nurses integrate the various elements of nursing practice, how to ensure highest quality care for clients.
- Skill building occurs through:
 - On-the-job training
 - Support from peers
 - Mentoring from effective leaders
 - Dynamic
 - Not status-quo-seeking role models



NURSING LEADERSHIP

Framework for Nursing Leadership requires a conceptualization of the various functions, roles, and responsibilities of the nurse manager or administrator.



NURSING LEADERSHIP

- Changes in the landscape of healthcare require creativity and innovative leadership and management styles. The changes include:
 - New technology
 - Increased diversity in the workplace
 - Greater accountability for practice
 - A new spiritual focus on the mind and body connection



Formula for a successful nurse leader performance

SKILLS: Technical, behavioral, conceptual

+

VARIABLES: Motivational, Abilities, Role Clarity

= **SUCCESSFUL NURSE
MANAGER**





NEED OF NURSING LEADERSHIP

LEADERSHIP

- High expectation of patient
- New technology
- Increased diversity in the workplace
- Greater accountability for practice
- A new spiritual focus on the mind and body connection
- Increase in physical facilities and decrease in nursing personnel in the hospital
- Emerging social problems.





PORTRAIT OF A LEADER

- “If anything goes bad ‘I’ did it
- If anything goes semi bad then ‘we’ did it
- If anything goes really good then ‘you’ did it”.

-Bear Bryan



- “Assertive
- Commonsense, Committed, Skilled communicator. Courageous, Charismatic, compassionate
- Dedicated
- Educated, Experienced.
- Honest, trust worthy, integrity.

**QUALITIE
S
OF A
NURSE
LEADER**

- Intelligent, Respectful, Respect the others
- Loving, kind.
- Strong moral values, ethical person.
- Risk taker
- Religious, spiritual, Person of faith.
- Humble and Sincere.



QUALITIES OF A NURSE LEADER

- Impartial, Fair
- Hard working, Strong work ethic
- Good listener, Accessible.
- Visionary.
- Goal orientated, Efficient
- Good Judgement.



Characteristics of Effective Nurse Leader

- ✓ Actively engage in **planning** the current and future work of the group.
- ✓ **Provide direction** to staff members the way the work is to be done.





Characteristics of Effective Nurse Leader

- ✓ **Monitor the work** done by the staff members to maintain quality and productivity.
- ✓ **Recognize and reward quality** and Productivity Fast of the development of staff.
- ✓ **Represent both administration & Leadership.**



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Wollega University , Ethiopia***

Leadership and Empowerment



**Having
empowered
employees
is the
dream of
every leader.**





LEADERSHIP IN CLINICAL AREA

The nurse administrator is in a unique position to lead the staff of her unit in the desired direction, which ultimately would help in achieving the goals of the nursing department i.e., quality nursing care.

It is absolutely essential for the nursing administrator to possess the qualities of effective leader.



- 1. Responsibility for various operational areas**
- 2. Maintaining budget.**
- 3. Maintaining staffing scheduling**
- 4. Managing payroll.**
- 5. To assume clinical responsibility for each unit.**
- 6. Establishing an appropriate care delivery system.**
- 7. Clinical evaluation & professional development of staff.**
- 8. Establishment of practice standards.**



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NURSE EDUCATOR AS A LEADER





QUALITIES OF NURSE EDUCATOR AS A LEADER

1. Emphasizes on participative leadership.
2. Should have professional knowledge and adequate experience
3. Should create a “WE” feeling among her staff and students.
4. Delegates responsibilities
5. Should provide direction when needed.
6. Should be a forceful personality.
7. Should have good communication skills



QUALITIES OF NURSE EDUCATOR AS A LEADER

8. Create positive attitude among faculty and students.
9. Should be authoritative and decision maker
10. Should have current knowledge.
11. Should recognize human value.
12. Should motivate students to think and do.
13. Should be a trend setter in teaching.
14. Should possess multidimensional role of a friend, philosopher and guide.



Nurse Leader Roles and Responsibilities

- Organization of work
 - Staffing
 - Scheduling
 - Orientation
 - Delegation
 - Information structures
- Motivation and Productivity



Nurse Leader Roles and Responsibilities

- Provide environment of high morale
- Effective Communication Skills—written and verbal
- Relationship Skills
- Directing and Influencing
- Critical Thinking
 - ❖ Decision Making
 - ❖ Problem Solving



Nurse Leader Roles and Responsibilities

- ❑ Budgeting
- ❑ Staff Development
- ❑ Policy Development
- ❑ Knowledge of Legal Issues in Nursing
- ❑ Patient Safety



Nurse Leader Roles and Responsibilities

- ❑ Employee/staff Safety
- ❑ Evaluations
- ❑ Quality Management
- ❑ Performance Appraisals
- ❑ Political Involvement—influence Health Policy



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LEADERSHIP IN NURSING

- ❑ Laws and Standards of Practice govern nursing practice :
 - Scope and Standards of Nursing Practice
 - Scope and Practice of Nurse Administrators
 - State Nursing Laws (formerly the Nurse Practice Act)
 - Hospital/facility Policies and Procedures
 - Unit Policies and Procedures



LEADERSHIP IN NURSING

- Nurse Leaders and Accreditation—nurse leaders are responsible and accountable for adherence to the Standards of Accrediting Agencies.
 - Joint Commission of Accreditation of Health Organizations (JCAHO)
 - CORE Measures
 - National Patient Safety Standards
 - State Licensure Regulations



LEADERSHIP IN NURSING

- After thinking about the roles and responsibilities---Do you want to be a Nurse Leader??
- What type of leader?





STYLES OF LEADERSHIP

TRANSACTIONAL

TRANSFORMATIONAL

AUTOCRATIC

**LEADERSHIP
STYLE**

VISIONARY




DEMOCRATIC

LAISSEZ FAIRE

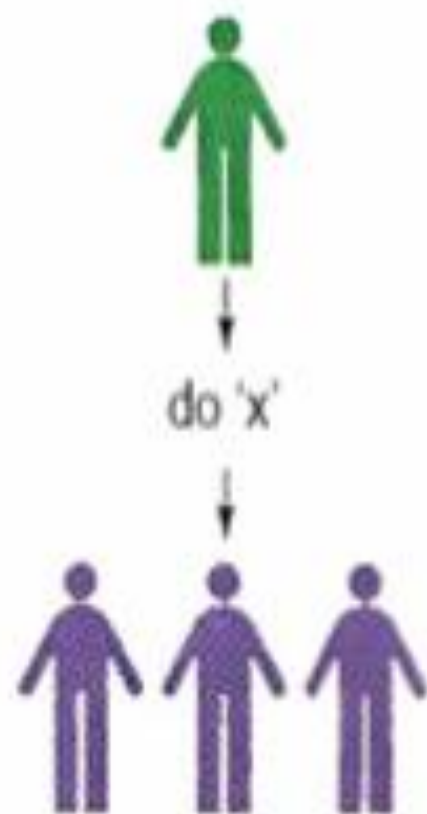
DIFFERENCES BETWEEN THREE TYPES

CHARACTERISTIC	AUTOCRATIC	DEMOCRATIC	LAISSEZ-FAIRE
Decision making	Employees not involved only leader take decision	Leader only takes decision but gather information	Employees take decision but leader is still responsible.
Situation where to used	When leader live short of time and is having all information.	When leader have part of information and employees have other part of information	When employees are able to analyse the situation and able to determine the needs.
Motivation	Less motivated employees.	Motivated as involved in decision making	Motivated as free to teke decision.
Task delegation	Not	Not	Certain task are delegated.
inference	Full inference by leader as he is boosing people around	Inference from both part i.e' employees and leader.	No inference by leader.
Productive	Highly productive	Less productive	Less productive than other two.

Characteristics	Autocratic	Democratic	Laissez fair
Concern on patient	low concern on people	high concern on people	No bothering people
Trust on subordinates	No trust on subordinates	Some trust on subordinates	More trust on subordinates
Discussion with supervisors	Subordinates do not feel free to discuss .	Subordinates feel free to discuss .	Subordinates no need to discuss
Value of subordinates	Workers feels that they are less valued	Workers feel valued when their input is an integral part	More valued
Criterion	“Do what as I said else” -“Do as I say because I am good to	Say –let us do	Say and whatever you want

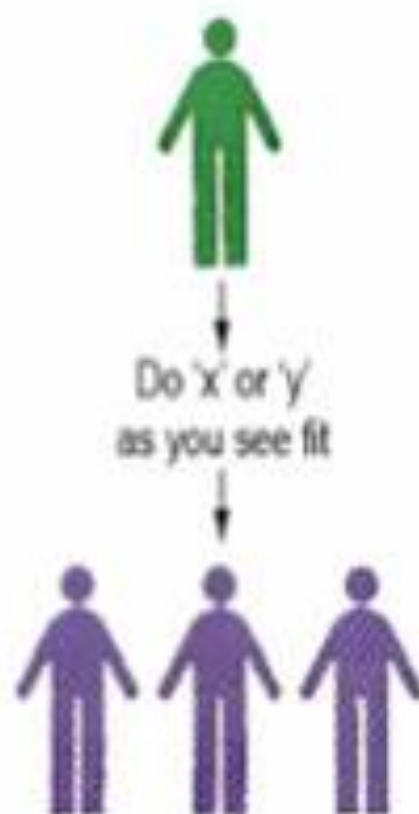
Characteristics	Autocratic	Democratic	Laissez fair
Communication flow	Charge nurse  Staff nurse	Charge nurse   Staff nurse	Charge Nurse Staff Nurse
	It is applicable in jails, prisons, the military, and highly structured settings staff nurse fresher	Some years of experienced staff Moreover, the aggressive staff members always provide feedback while the timid employees may never get the chance to make suggestions or offer input	Highly knowledgeable and experienced staff

Autocratic



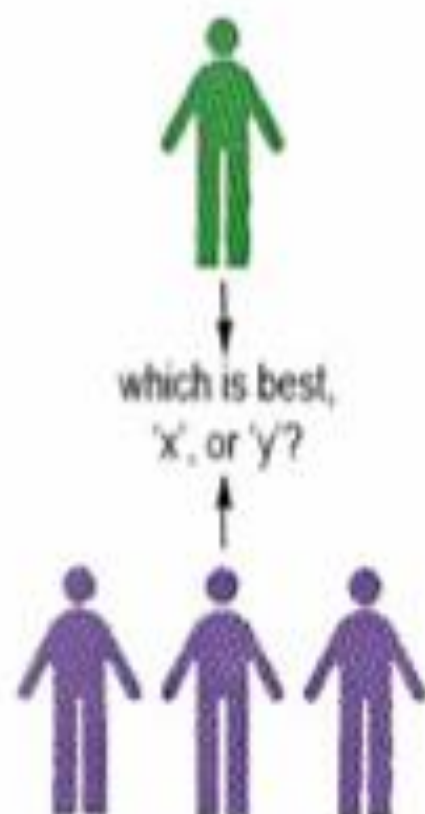
- Centralised authority
- Low participation

Laissez-Faire



- Hands-off management

Democratic



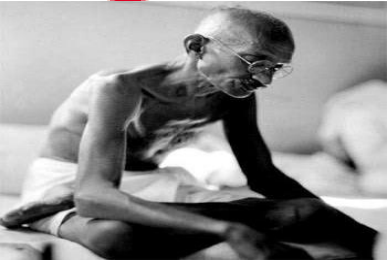
- Involvement
- High-participation
- Feedback



Visionary Leadership

- The visionary style of leadership involves a charismatic leader who motivates to pursue a common vision by providing guidance on where to go and what to do
- Leader motivates employees toward the overall goals of the organization.





Visionary Leadership

- Leader motivates employees toward the overall goals of the organization.
- He exchanges information freely to subordinates with the knowledge they will need to succeed.
- The visionary style works ideally when the healthcare facility is in need of a new direction.



Recent Leadership styles :

- There are a number of useful models to help to guide senior nurses in leading other staff. The two most common are :

❖ **Transactional Model**

❖ **Transformational Model**





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LEADERSHIP STYLE

**Lead By
Example,
Not By
Force**

18.06.2020

Transformational Nurse Leaders: Role Models

FUTURE OF NURSING™
Campaign for Action

**Florence Nightingale –
Transformational Leader & Role Model**

- Self-knowledge
- Authenticity
- Expertise
- Vision
- Flexibility
- Shared leadership
- Influence
- Inspiring others



Characteristics	Transactional	Transformational
Meaning	A leader employs rewards and punishments for motivating followers	leader employs charisma and enthusiasm to inspire his followers
Focus	Short term goal	Long term goal
Nature	Reactive	Proactive
Best suited for	Settled Environment	Turbulent Environment

Characteristics	Transactional	Transformational
Works for	Developing the existing organizational culture.	Changing the existing organizational culture.
Style	Bureaucratic	Charismatic and visionary
Flexibility	Inflexible	Flexible
Focused on	Planning and Execution	Innovation
Motivational tool	Attracting followers by putting their own self interest in the first place	Stimulating followers by setting group interest as a priority



Transformational leader

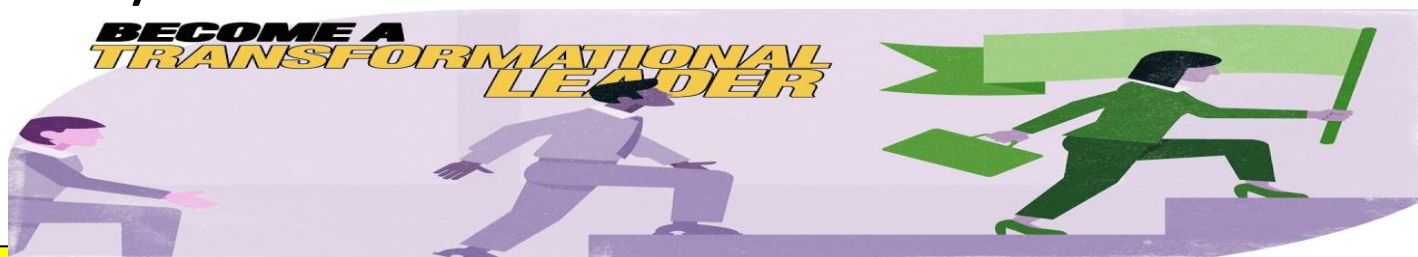
- A transformational leader is one who:
 - “commits people to action, who converts followers into leaders, and who may convert leaders into agents of change.”
 - Empowers staff to have a vision about the organization and trusts them to work toward goals that benefit the organization and themselves.





Transformational leader

- Are futuristic and describe where energies are to be focused.
- Enhances self-worth of individuals.
- Makes sure workers know expectations.
- Decisions are based on fairness, equity, and honesty.
- Knows one's self, ones skills and uses them effectively





Advantages of Transformational Leadership

- Higher productivity
- Higher employee satisfaction.
- Strongly correlated with lower turnover rates



Nursing Leadership

- Emotional Intelligence is the capacity for recognizing our own feelings and those of others, for motivating ourselves, and for managing emotions well in ourselves and others.
- **Self:** Self-Awareness and Self-Management
- **Others:** Social Awareness and Relationship Management





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INNOVATION



- ✓ The fast development of health care sector
- ✓ Healthcare personnel have new challenges
- ✓ Worldwide nurses are engaged in innovative activities on a daily basis to improve patient care outcomes and to reduce cost to healthcare system.
- ✓ Resulted in significant improvement in health of patients, Community and healthcare systems.
- ✓ Nursing research are the new role of nurses



INNOVATION- Meaning

Innovate- introduce new methods/ideas

Innovation- the action of making new idea/ method

starts with good idea it is refers to the process of turning that good idea into something that is implementable and achievable, and hopefully will bring about better health promotion, disease prevention and better patient care.



INNOVATION-DEFINITION

Innovation

**Generation
Of New
Ideas**

**Application
Of Existing
Ideas To
New
Situation**

**Resulting In
Improvement To
A Service,
programme,
structure,
product And/or
System**



INNOVATION-DEFINITION

“Innovation is anything that creates new resources , processes , or values , or improves a company’s existing resources , processes , or values .”

Christiansen et al.

Innovation is central to maintaining and improving quality of care . And nurses innovate to find new information and better ways of promoting health , preventing disease and better ways of care and cure

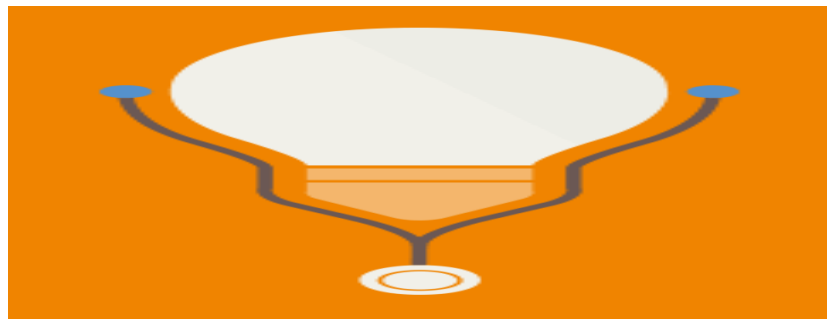


INNOVATION-DEFINITION

Innovation - A dynamic, systematic process that envisions new approaches to nursing education.

Innovation refers to developing and adopting new approaches, technologies, products and ways of functioning.

In Nursing, it means finding new information and better ways of promoting health , preventing disease and better patient care.





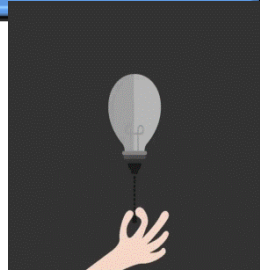
INNOVATION-DEFINITION

Innovation is act of constructive thinking, grouping knowledge, skill, attitude in to new original and rational ideas

Critical thinking → Imagination → **Plan** → **Action** → Achieve Objectives

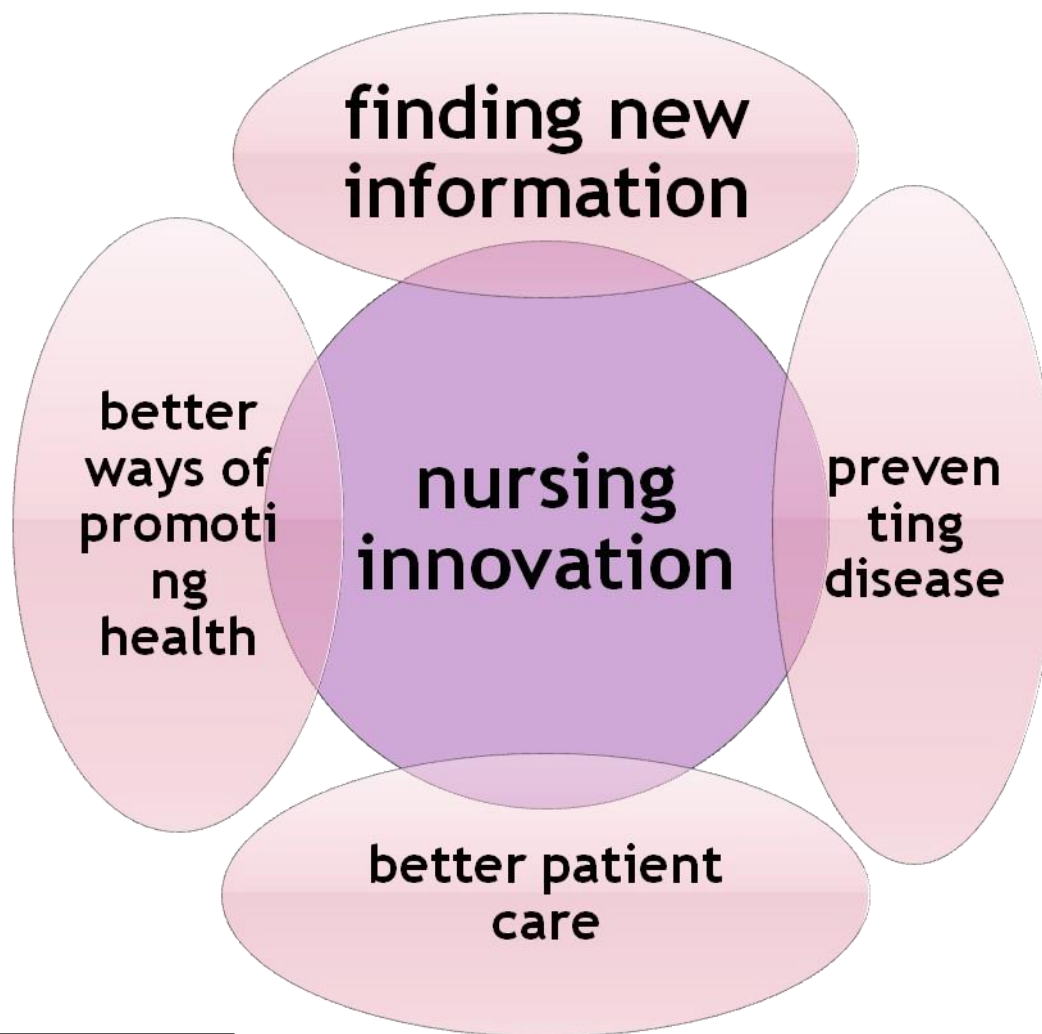
Innovation is generally understood as the successful introduction of a new thing or method. **(Luecke & Katz)**

Innovation is new way of doing something.



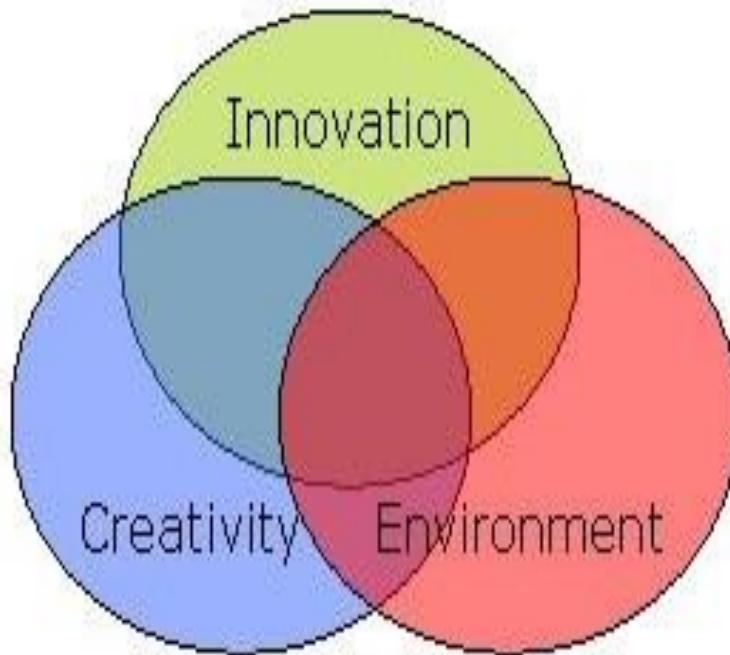


NURSING INNOVATION





COMPONENTS OF INNOVATIVE PROCESS





INNOVATION

Innovation is a process that brings creativity to measurable outcomes, actions, products, or processes

“Innovation is something different that has impact.

The often unspoken goal is to solve a problem”



CREATIVITY

Creative people frequently solve problems with a process called divergent thinking.

This thought process, which is the most commonly accepted indicator of creative capacity, involves the ability to make mental connections between unrelated matters.



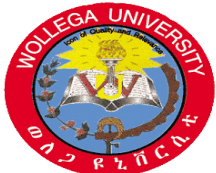
CREATIVITY

Divergent thinking is not as valued in healthcare as convergent thinking.

Convergent thinkers, sometimes known as “linear thinkers,” like data and puzzles.

They value getting the correct or conventional answers.

Healthcare disciplines generally socialize their members to be excellent convergent thinkers.



ENVIRONMENT

The context within which innovation and creativity thrives, or conversely withers, is the environment.

In the quality-driven, yet risk-averse healthcare field, a field with unrelenting operational pressure, it is difficult to encourage creativity and innovation.

There is no down-time, no break from the paramount focus on patient care.



- **Innovation, by its nature, often involves a process of trial-and-error in which mistakes are frequent and from which much is learned.**
- **Some organizations create protective environments, such as incubators, insulating innovation teams from operational pressures; others create permissive “learning environments” within mainstream structures.**



GOALS OF INNOVATION

- To maintain the quality of care
- To improve the quality of care
- To find new information
- To find new way of promoting health
- To find new way of promoting illness
- To find better way of care & cure
- To conform to the regulation
- To reduce the energy consumption



PRINCIPLES

- **Innovation is to analyze the opportunities or sources**
- **Innovation is both conceptual and perceptual**
- **It should be simple and focused**
- **Effective innovation start small and they aim to do one specific thing**
- **Successful innovation aim at being the best from the very beginning**



CHARACTERISTICS OF INNOVATION

- **RELATIVE ADVANTAGE:** It is the degree to which the new idea is considered superior to the old one
- **COMPATIBILITY:** It refers to the degree of congruence between the innovation and existing values, habits, past experience and need of the participant



CHARACTERISTICS OF INNOVATION

COMPLEXITY: It describes the amount of difficulty that participants have in understanding and subsequently using the innovation

TRIALABILITY: It is the degree to which the new idea can be pretested or tried on a limited basis

OBSERVABILITY: It refers to how visible the innovation is to participants and onlookers



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NEED OF INNOVATION

**Innovation to
central to
maintaining
and
improving
quality of
care**

**Growing
demands in
health
services**

**Global
workforce
shortage**



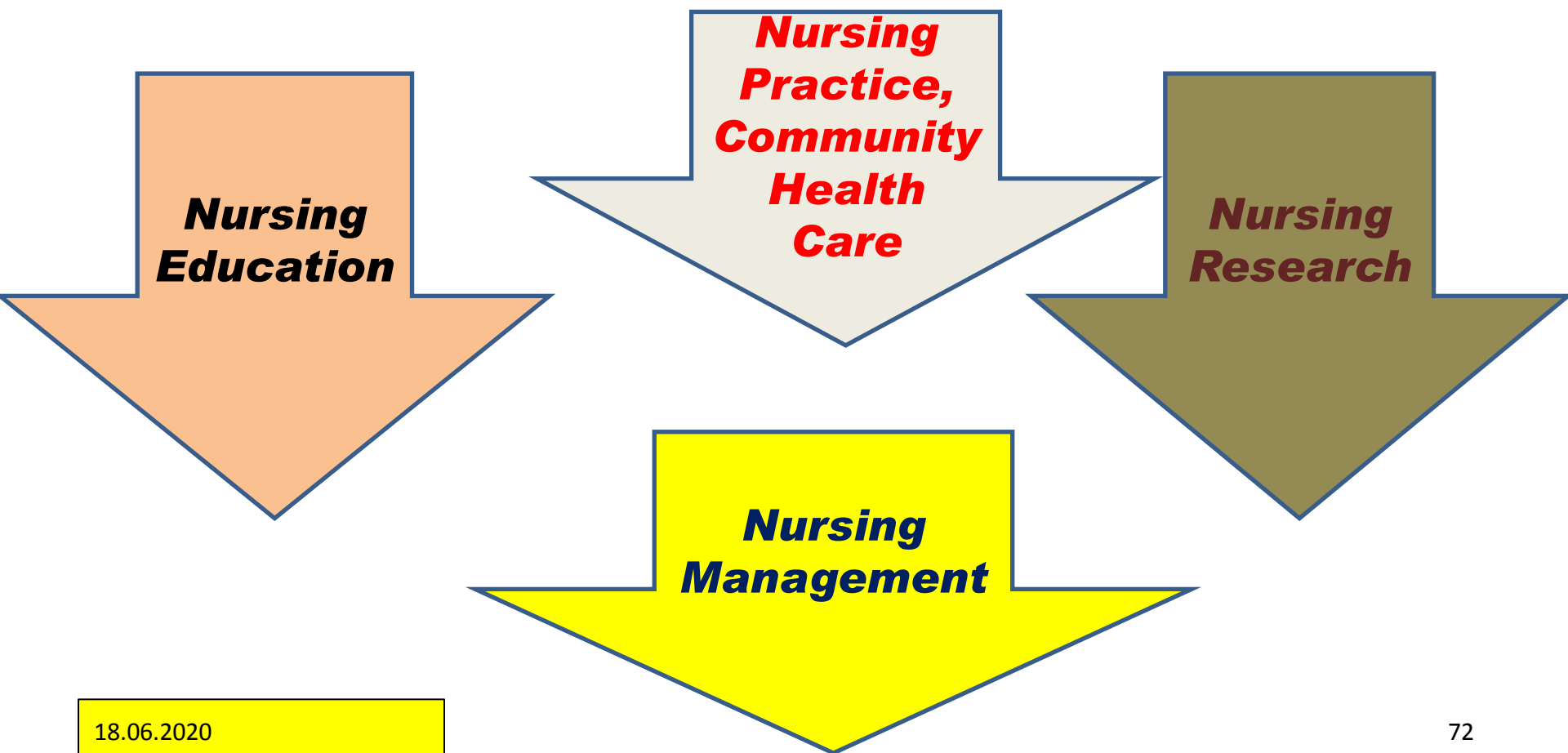
NEED FOR INNOVATION IN NURSING

- Maintenance of quality health services
- Meeting the increasing demands of healthcare field
- Compete the global workforce shortage
- Increasing advance in the healthcare field
- Emerging clinical/nursing specialities





INNOVATION IN NURSING BROADLY CLASSIFIED IN TO :





INNOVATION IN CLINICAL PRACTICE AREA

- Innovation in the clinical practice occur across the continuum of care.
- Clinical practice demanding new skills and techniques as well as the new ways of working.
- Similarly changes in the availability and effectiveness of drug-based treatments have also brought about significant shifts in the clinical practice.



INNOVATION IN CLINICAL PRACTICE AREA

Innovations are a way we approach care through new collaborative partnerships with Other organizations and healthcare providers , community groups and with consumers of health services, their families and carers.

There are number of stages in the diffusion Process:

**knowledge, persuasion, decision,
implementation and confirmation.**



This process begins with the involved knowledge becoming aware of the innovation and then forming a view about it

Decision is made about whether it should be pursued

The innovation is implemented and experimented with.

In a confirmation stage new method become part daily activity or practice, replacing the former approach



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INNOVATIONS





COMPUTER ASSISTANCE

- **Maintenance of health records**
- **Health security card**
- **Use of ROBOTS**
- **Reduce error and give certitude to the clinical planning process**



WIRELESS TECHNOLOGY

- Nurse have immediate telephone contact with employees and with patient
- Direct and accurate communication between Nurse and Physician
- E.g.. In south Africa nurses uses their mobile phone to support people living with HIV/AIDS



EVIDENCE BASED PRACTICE

- It is combination of professional expertise with available evidence to produce practice that lead a positive outcome for client

Steps:

- 1. Identify a knowledge need and formulate an answerable clinical question**
- 2. Locate the best available evidence**
- 3. Critically evaluate the evidence**
- 4. Integrate the evidence with patient's unique biology, preferences and values**
- 5. evaluate**



PATIENT CARE BASED ON ACTIVITY AND ACUITY OF ILLNESS

- This will provide more nurses for each shift.
- In areas where they are unable to use the ratio, an activity study is done & they come to a conclusion about the number of needed staff nurses



INFECTION CONTROL

- To meet the annual JCAH educational requirement.
- To identify available resources in the Hospital while maintaining good patient care.
- Infection control has become Paramount importance.
- Segregation of waste has become mandatory in all the hospitals.
- Every hospital need to have Hospital infection control committee & policy.



OUTCOME

By exposing them to all the aforesaid concepts

- ✓ **The nurses have developed personal plans for using time more effectively.**
- ✓ **There is an increase in written agendas for staff meetings.**
- ✓ **Routine tasks are delegated more effectively.**
- ✓ **A calendar system for planning & setting appointments is used.**
- ✓ **Are able to identify and achieve patient goals.**
- ✓ **Documentation on the nursing care has improved in measurable terms**



JOB DESCRIPTION

- ❖ These are written according to specific practice area and level of responsibility.
- ❖ Nurses are also given format of the standards for performance.

PROCEDURE MANUALS

- ❑ Procedure manual has become mandatory.



EMERGENCY MEDICAL SERVICES

- To disseminate information about emergency medical services, pre hospital care & emergency department care, as well as to share ideas, problem solving & develop relationships among many emergency departments within the country.
- By doing this kind of networking will enhance pre hospital and emergency care in our country.



MANAGEMENT AND LEADERSHIP

○ Nursing leaders and managers are exposed to different management principles relevant to nursing practice.

They are as follow :

Management theory & leadership principles

Time management ,Decision making & problem solving

Teaching & performance strategies

Identifying and achieving patient goals

Documentation as an instrument

Performance evaluation, Quality assurance



ETHICS

- This is to increase more awareness among nurses that they will be able to apply ethics principles while caring for patients.
- It significantly increase their knowledge about ethics and improves patient satisfaction and the litigation rates.
- Many hospitals encourages nurses to attend such conferences and workshop_s.



TRIAGE

- Triage has become mandatory in the accident and emergency and thereby they are able to prioritize the patients those who come to casualty and are able to treat the sick and vulnerable one as early as possible.

FORENSIC NURSING SPECIALIST

- Forensic psychiatric nurse work with mentally ill offenders and with victims of crime
- It is the management of crime victims from trauma to trial
- SANE-Sexual Assault Nurse Examiner



COMMUNITY BASED NURSING ROLE

- People in communities in partnership with health care professionals will define the health needs to be met and maintain control of strategies for meeting those needs

NURSE EDUCATOR

- They are the leaders and developers of nursing program of the future
- Diabetic nurse educator
- Asthma educator



NURSE RESEARCHER

- Nurse researcher is pivotal to the profession and discipline because it directs the future path of nursing

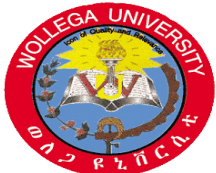
NURSE ANESTHETIST

- Nurse anesthetist is a registered nurse who got specialization in anesthesia and is responsible for monitoring , administering anesthesia, to detect equipment fault



TELENURSING

Tele Nursing is nursing practice that occurs through the utilization of telecommunication and includes the use of nursing knowledge, skills and abilities; the application of critical thinking and nursing judgement; and provision of nursing direction or care in specific client situation



VARIATIONS IN TRADITIONAL ROLE

- **HOSPICE NURSE :** The Nurse works holistically with clients and family.
- **INFORMATICS NURSE SPECIALIST :** Nursing specialty whose activities center on management and processing of health care information
- **OCCUPATIONAL HEALTH OPPORTUNITIES :** Nurse designs and implement a program of health promotion and disease prevention for employees



VARIATIONS IN TRADITIONAL ROLE

- **QUALITY MANAGER:** Quality management nurses research and describe findings and look for opportunities to improve care
- **CASE MANAGER:** Case manager co-ordinate resources to achieve health care outcomes based on quality, access and cost.
- **FLIGHT NURSE:** Military and civilian flight Nurse
- **TRAVEL NURSE:** Assignment usually for a minimum time. Extra allowance will be provided



VARIATIONS IN TRADITIONAL ROLE

- **TELEPHONE TRIAGE NURSE:** The practice nurse interacts with clients on telephone to assess needs, intervene and evaluate
- **PARISH NURSE:** The role focuses on health promotion within the beliefs, values and practices of various faith communities
- **NURSE PRACTITIONER :** Nurse serves as a primary care provider and consultant for individuals, families or communities



VARIATIONS IN TRADITIONAL ROLE

- ***CERTIFIED NURSE MIDWIFE:*** Independent management of women's health care. should pass the national certification examination conducted by ACNM
- ***CLINICAL NURSE SPECIALIST :*** Clinical expertise in a defined area of nursing practice for a selected client population or clinical setting
- ***NURSE ADMINISTRATOR:*** Nurse administrator unites the leadership perspective of professional nursing with various aspects of business and health administration



INNOVATION IN NURSING EDUCATION

Development of computer-assisted thinking:

in order to enhance students active thinking, faculty members at international University Of Health and Welfare developed the CAT(Computer Assisted Thinking)program.

The CAT program is different from CAI (Computer Assisted Instruction),which mainly ask the users to choose correct answer.





There are two functions in the CAT programme:

One is to keep the students action log each time they use programme

The other is to serve as medical dictionary.

An analysis comes that the students demonstrated little skill in inferential thinking. Their observations were very concrete. Its helps the students to develop their abstract thinking.



Substantive innovation in nursing education:

Task group develop four strategies

Distribute an online survey that asks faculty to share their perceptions about the current state of innovation in nursing education



Formulate specific questions, shared with deans ,directors and chairpersons of nursing programmes, that are designed to thoughtful dialogue at any forum where faculty engage in conversations about thinking and learning, such as faculty meetings and retreats.



Develop an electronic community where educators can share innovative practices and engage in ongoing dialogue.

The purpose of this to gather baseline data about how nurse educators are beginning to frame ideas surrounding innovation and strategic reform in nursing education.



These strategies might be embedded in individual courses or used as an organizing framework for the entire academic programme, that include: Creative use of technology, including CD-ROMs, personal digital assistants (PDAs), computer assisted instruction.

Use concept mapping to promote higher level thinking skills.



Integrate educational theories, including learning styles, multiple intelligences into our educational practices.

Use gaming in classroom and clinical settings.

Employ integrative exercises and tests as teaching tools.



INNOVATION IN NURSING EDUCATION

HANDHELD COMPUTERS IN NURSING EDUCATION

- First personal digital assistant in 1996
- According to ANA (2001) all nurses need to use nursing informatics

WEB BASED CONFERENCING

- Connects students and educators across distance
- Connects diverse student groups



INNOVATION IN NURSING EDUCATION

E-LEARNING

- Adaptation of different distance learning technologies
- Self directed, active learning
- Refocusing from educator to the subject

SERVICE- LEARNING

- Structured learning experience that combines community service with preparation and reflection
- Achieves a balance between service and learning objective



INNOVATION IN NURSING EDUCATION

HIGH FIDELITY PATIENT SIMULATOR

- Help student practice decision making and problem solving skill and to develop human interaction
- Simulation is the third leg in the stool of education and science

TELE TEACHING

- Online model of education-learner directly interacts with tutor
- Learner oriented learning
- Promotes discovery learning



INNOVATION IN NURSING EDUCATION

MICRO TEACHING

- Miniature classroom teaching , Small duration
- Paying full attention to a particular unit and skill
- Content reduced to one unit with a single concept

NURSING MOBILE LIBRARY

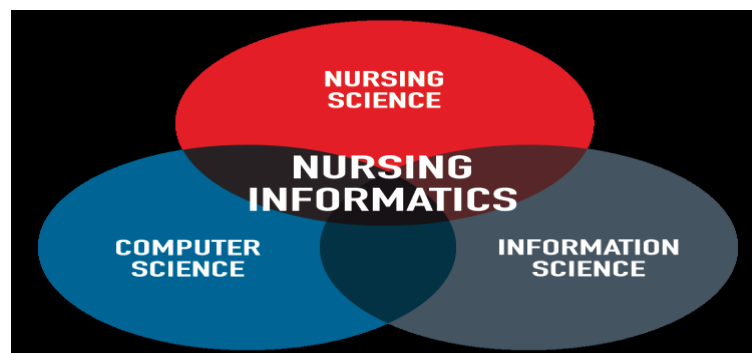
- Access to health care information for nurses working in remote area
- To reduce the gap between the desperate need for nursing information and its availability



INNOVATION IN NURSING EDUCATION

NURSING INFORMATICS

Integrates nursing science, computer science and information science in identifying, collecting, processing and managing data and information to support nursing practice, administration, education, research



INNOVATION IN NURSING EDUCATION

Certification example

- Advanced cardiac life support
- Basic life support
- Certified emergency nurse
- Critical care registered nurse
- Neonatal resuscitation program
- Pediatric advanced life support
- Cardio thoracic nursing
- Emergency and trauma care nursing

Certification example

- Oncology nursing
- Renal nursing
- Fellowship in family nurse practice
- Fellowship Nursing in Hematology
- Fellowship Nursing in Respiratory
- OT technique management
- Psychiatric nursing



INNOVATION IN NURSING EDUCATION

STAFF AND STUDENT RECRUITMENT

- New methods like OSCE & OSPE
- Objective because examiner use a checklist for evaluating the trainee
- Structured, because every trainee sees the same problem and performs the same task in same time frame
- Clinical, because the task are representative of those faced in real clinical situation



INNOVATION IN ADMINISTRATION AND MANAGEMENT

There are many changes occurring in national Health Services at this time, not just to economic and finding policies, but also at the very heart of nursing care delivery.

USE OF COMPUTER

Computerized physician entry (CPOE)

Clinical decision support system (CDSS)





ELECTRONIC MEDICAL RECORDS

- ✓ Affordable & integrated.
- ✓ For improving patient care
- ✓ Powerful practice management system for practices of any size
- ✓ Fast, flexible, Easy to use schedule for increasing productivity.
- ✓ Clinical desktop for improving enterprise work flow.
- ✓ Integrated, Internet based solution that securely connects clinics and patients.
- ✓ Electronic document management system for eliminating paper charts.



LEADERSHIP FOR CHANGE

It is an action learning programme to develop nurses as effective leaders and managers

PERSONAL MANAGEMENT

Use of computer in recording staff files, bio data, accounts



FreePBX Administration



User Control Panel



Operator Panel



Get Support



OUTSOURCING

- outsourcing is subcontracting a process to a third party company
- it helps to provide core job-care giving
- Transcription, electronic medical record
- medical billing and coding services
- entry level recruitment, security , house keeping, nursing assistance



STAFFING STRUCTURE

Benchmarking: organization has varying levels of support in place at the unit level for the nurse.eg. Nursing unit that has dietary aides

JCAHO: surveys hospitals for the quality of care provided. sees for the right number of competent staff to meet the need of patient

Skill mix: it is the percentage of RN staff to other direct care staff, LPNs and unlicensed assistive personnel



INNOVATION IN RESEARCH

- **TYPES OF RESEARCH**

QUALITATIVE RESEARCH

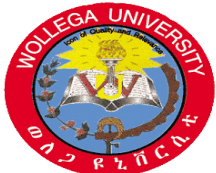
QUANTITATIVE RESEARCH

- **USING NURSING RESEARCH TO PROMOTE EBP**

EBP requires integration of best research evidence with clinical expertise and patient value and needs in the delivery of quality, cost effective care



Research



INCREASED FOCUS ON OUTCOME RESEARCH

Outcome research is research designed to assess and document the effectiveness of health care services

PROMOTION OR RESEARCH UTILIZATION

Translate research findings into practice and nurses at all levels are encouraged to evidence in evidence based patient care



EXPANDED DISSEMINATION

- CINAHL (Cumulative Index to Nursing and Allied Heath Literature)
- MEDLINE (Medical Literature on line)
- psyc -INFO(Psychology Information)
- AIDSLINE(AIDS information on- line)
- Cancerlit (Cancer literature)
- HEALTHSTAR(Heath services Technology, Administration and Research)
- CHD (Combined Heath Database)



ELECTRONIC PUBLICATION

- Information of all type is disseminated in computer and in internet
- Many journals that publish in hard copy format also have online capabilities
- Some researches or research team develop their own web page with information about their studies
- Electronic research reports are accessible to worldwide audience of potential consumers, typically without page limitations, thus enabling researchers to describe and discuss complex studies more fully



INNOVATION IN PRIMARY AND COMMUNITY HEALTH CARE

Health care systems are increasingly being opposed with chronic patients who need complex interventions tailored to their individual needs.





INNOVATION IN PRIMARY AND COMMUNITY HEALTH CARE

However today's health care professionals, organizations and budgets are not sufficiently prepared to provide this kind of care. Health care policy reduce the health care cost and the improve the quality of care.

Care is provided by health personnel at the lowest cost level, giving advance nursing practice, hospital-at-home care and integrated care.





- **INNOVATION IN HEALTH PROMOTION AND DISEASE PREVENTION**

Nurses are uniquely positioned to identify risk factors, provide information about how to manage these risks and promote the benefits of healthier lifestyles , diet and avoid risky behavior

- **APPLICATION OF TELENURSING IN HOME CARE**

The programme targets families living in rural areas who often find it difficult to repeatedly travel to a distance medical center for necessary follow up.



• **POPULATION BASED HEALTH CARE**

Acts on three levels:the community system within the community, and individuals, Families and groups.

Population based individual focused practices changes the knowledge, attitude , beliefs practices and behavior of individuals , families and groups



THE ROLE OF NATIONAL NURSING ASSOCIATIONS

National Nursing Association (NNAs) represents fostering and supporting innovation.

Association provide the leadership by:

Promoting nursing as a profession with supporting innovative approaches to health care and nurse's innovative achievements.

Supportive innovative cultures in the workplace, collaboration with high readiness for change and innovative ideas can be openly discussed.



INNOVATION IMPLEMENTATION

- **DISSEMINATION** - Planned, formal communication of information about the innovation, through formal channels
- **DIFFUSION** - Ideas become adopted through more informal, decentralized means. It occurs through a series of communication channels over a period of time among the member of similar social system



READINESS TO CHANGE

- Some individuals and organizations are more ready to affect changes than others.
- This depends often on the degree of felt security.
- In turn, it depends on the knowledge , skill, attitude, self confidence , tolerance to stress, motivation of the individuals
- It also depends on the security to change.
- If there is optimal feeling of security , then the acceptance of change will be possible.
- Change is crucial. Change is a must for progress.



READINESS TO CHANGE

- Providing a space for exchange and discussion of innovations
- Recognizing nurse innovators.

DISSEMINATION- Planned, formal communication of information about the innovation, through formal channels



NURSE IN THE WORKPLACE AS INNOVATORS

- ❖ Every nurse can play a role in ensuring that innovations are effectively implemented and adopted.
- ❖ Through their professional conduct and relationship with colleagues, nurses can play in creating a working environment.
- ❖ In their leadership positions, nurses are well placed to disseminate information about innovations.



NURSE IN THE WORKPLACE AS INNOVATORS

- ❖ In leadership , roles is encouraged and supported among peers and more junior staff.
- ❖ Everyday nurse are developing new and innovative approaches to improve healthcare services and healthcare outcome for local people.



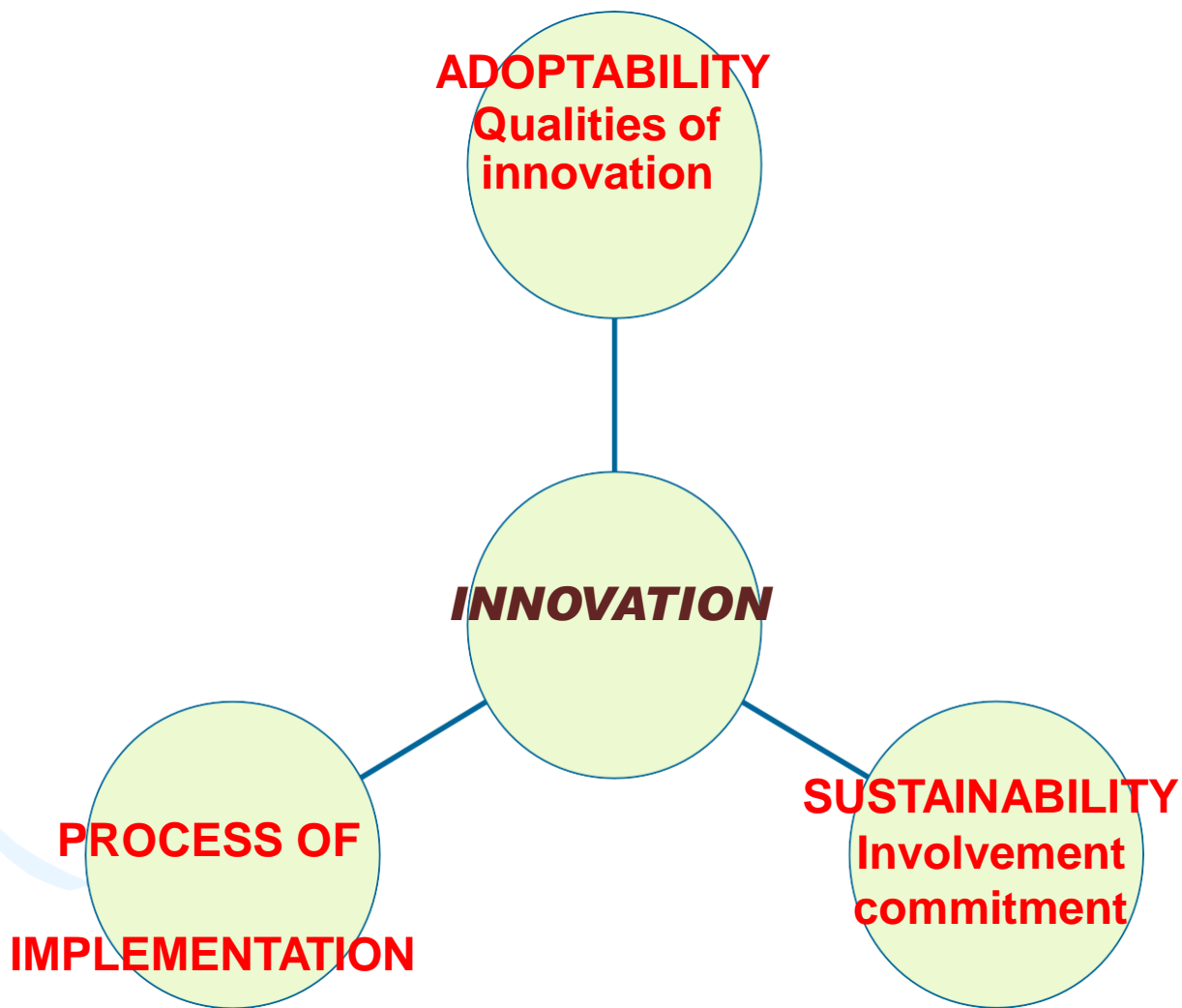
NURSES AS INNOVATORS - FLORENCE NIGHTINGALE

- ☐ Florence Nightingale's work provides a great example of leadership in innovation.
- ☐ She was also an innovator in the collection , tabulation, interpretation and graphical display of descriptive statistics.
- ☐ In 1860, Florence Nightingale become the first woman to be elected as fellow of the statistical society.



REASON FOR FAILURE OF INNOVATIONS

- ❖ **Poor leadership**
- ❖ **Poor communication**
- ❖ **Poor knowledge management**
- ❖ **Poor participation in team**
- ❖ **Poor access to information**
- ❖ **Poor organization**
- ❖ **Poor empowerment**
- ❖ **Poor goal definition**
- ❖ **Poor monitoring of results**





CAUSES FOR NOT ATTEMPTING INNOVATION

- **Afraid of failures; of opposition; of the unknown.**
- **Lacking adequate and correct information.**
- **Reluctant to experiment.**
- **Bound by custom & tradition.**
- **Unaware of our strengths for achievement.**



CONCLUSION

Innovation is the generation of new ideas or application of existing ideas to a new situation resulting in improvement in organization •

Innovative leaders, given the conceptual framework, innovation methods, and organizational support structures and systems, can drive significant innovation and change within a healthcare system.

Nursing innovation are key to improvement and progress in health systems worldwide





Wollega University
ICON OF QUALITY AND RELEVANCE

***Dr. Vasanthakumari ,Associate Professor,
Wollega University , Ethiopia***

**YEAR OF
THE NURSE**

2020

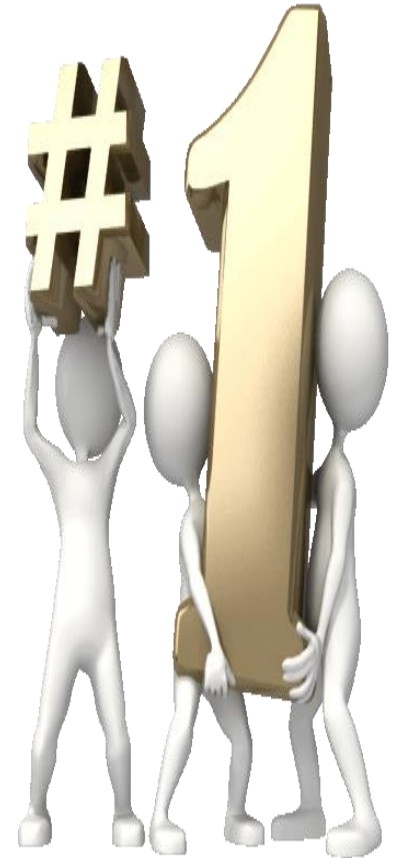


THANK YOU

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THANK YOU





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ANY QUESTION?

