

Innovative training program of administration for leadership nurture of clinical nurses

**Li Chu Sheu
Shu Ching Wang**

**Nursing Department, Koo Foundation Sun
Yat-Sen Cancer Center, Taipei, Taiwan.**

Administration is a burdensome work?

- *Stereotype image*



Purpose

- To motivate the interest of administration and leadership nurture of clinical nurses.

Background & Significance

- Nursing administration is complicated and tough to learn for clinical nurses.
- Knowledge and interest of learning will affect the motivation and decision about administration ladder.

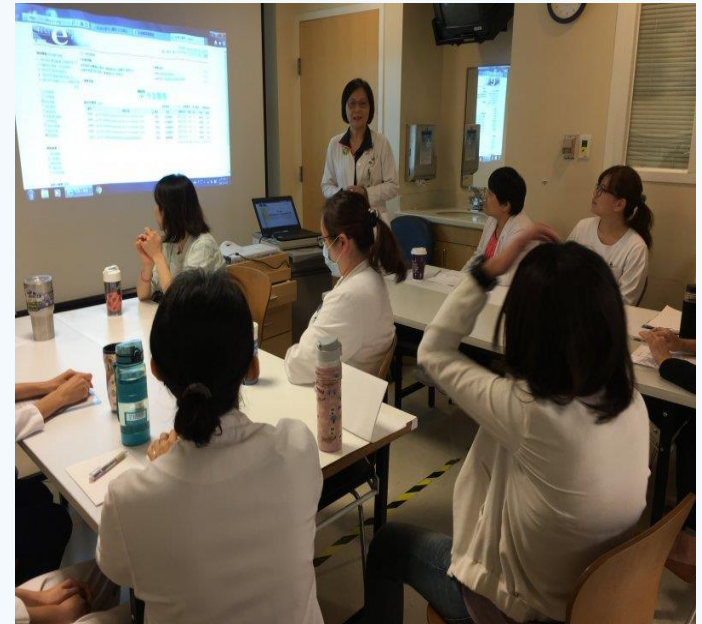
Methods

- This innovative training program consists of three training courses.
 1. to join the **leadership workshop**.
 2. to take **side visit observation**.
 3. to conduct a **focused discussion**.

Course 1 : **Leadership workshop**

- The workshop is held four times on four topics :
 1. to understand unit management
 2. to do effective communication
 3. to conduct good team work
 4. to foster self-leadership

Leadership workshop



Course 2 : **Side visit observation**

- Learners are accompanied with head nurse to observe unit management for a week.
- Learn by thinking guidance, example, and discussion.
- Learners are stimulated by performing role play.
- Write a report on their thoughts about unit management.

Course 3 : **Focused discussion**

- Learners are divided into two groups and each group is led by a mentor.
- It is held twice a week during side visit course.
- Two intentions

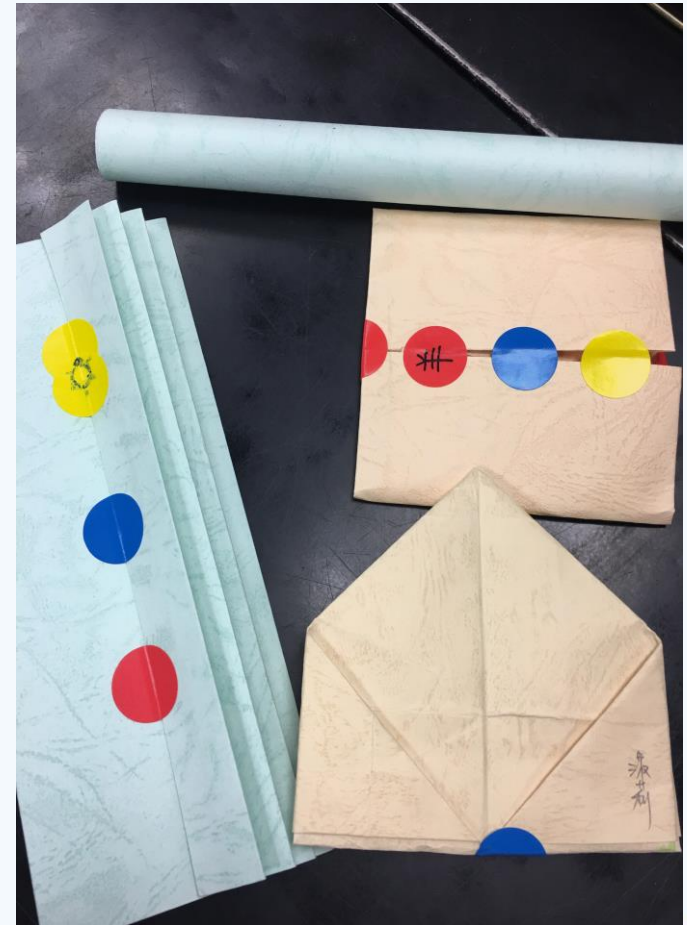
Focused discussion

- **1ST : Enlightenment**
- To view the characters of different leadership styles.
- To describe the role model in my mind.

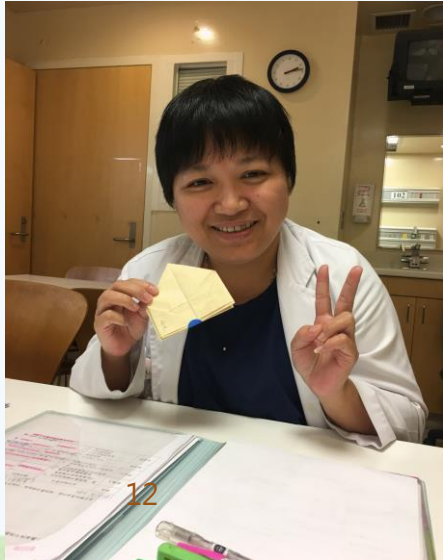
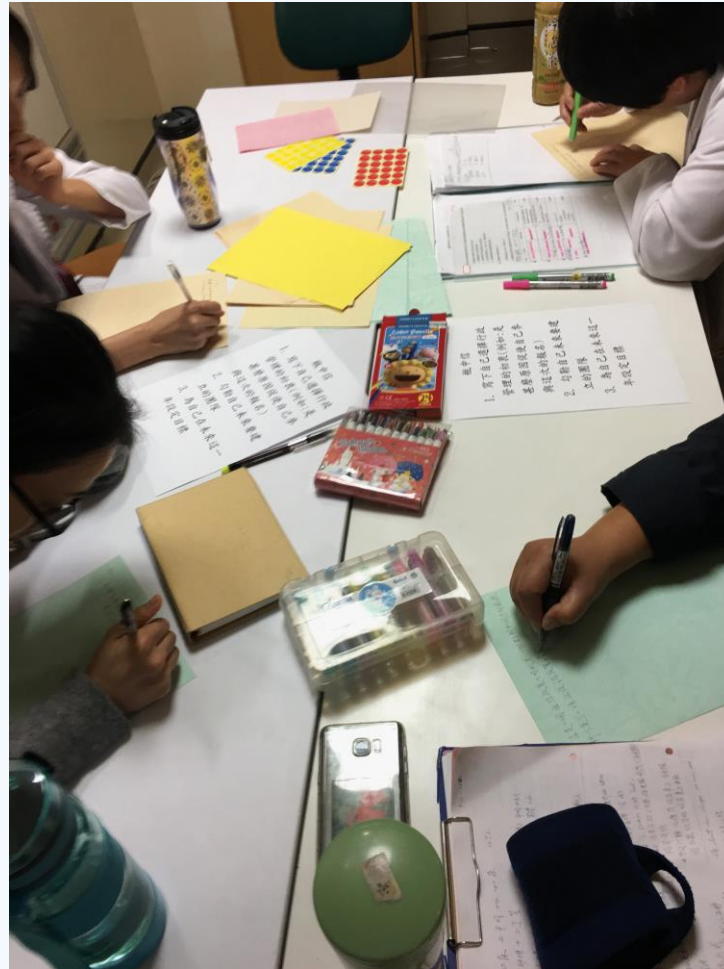


Focused discussion

- **2nd : Message in a bottle**
- Write it down the original intention of learning.
- To imagine her own team in the future.
- Set goal for self of the coming year. (*till 2018.12*)



Message in a bottle for one year



Findings & Implications

- 11 voluntary learners join this program.
- The average seniority of learners is 11.7 years.
- 63.6% work in the inpatient care, 36.4% from outpatient units, and 100% above N2 level.

The average evaluation score

Training courses	Score (1-5)
Leadership workshop	4.87
Side visit observation	4.87
Focused discussion	4.78

The evaluation of leadership workshop

Four topics	Score (1-5)
1. To understand unit management	4.92
2. To do Effective communication	4.97
3. To conduct Good team work	4.82
4. To foster self-leadership	4.78
Average Score	4.87

Findings & Implications

- Administration learners are quite satisfactory with three training courses.
- To understand the affair of unit management is increased 68.3%, manpower management is increased 58.7%, and to realize the role and function of head nurse is increased 44%.

Findings & Implications

- Compared to before, the self-evaluation of learners related to the leadership ability is tremendously improved through this program.
- Especially, the interest of nursing administration is also increased 37%.

Discussion

- This innovative training program can offer practical experience and a chance of deep thinking about administration manner for the front line nurses who lack of opportunities to learn in their daily practice.
- From the above findings, this training model is valuable and will be further promoted for different clinical settings.

*Thank you for
your kind listening.*

