



ProInCa

Promoting the Innovation Capacity of Higher Education in Nursing during Health Services' Transition

MODERNIZATION OF NURSING LEADERSHIP

Training Programme

Number of instruction hours: 54 hours

Lectures: 10 hours

Practical training: 28 hours

Independent work of a participant: 16 hours

Training programme has been developed in Erasmus+ ProInCa project 2018-2020.

The responsible European team developing the materials:

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Time of conduction:

Target group: Senior and chief nurses and other health care professionals responsible for nursing leadership and management in health care facilities. University and higher medical colleges' educators who are responsible of nursing leadership and management education.

Learning outcomes:

After the training, the participants are able to:

- Analyse, reflect and develop one's own leadership skills.
- Analyse organizational environment and set direction for nursing profession in one's own organization.
- Develop and manage health care processes effectively and successfully.
- Reflect and develop one's own competences of leading people and teams.
- Reflect, develop, and enhance professionalism and ethical nursing in nursing practice.

Content:

- Setting direction for nursing organization
- Managing services and driving results
- Leading people and teams
- Enhancing nursing professionalism and ethics
- Leadership actions

Learning methods:

- Lectures
- Group works

Training emphasizes group works with reflective discussions and knowledge sharing.

Pre-assignment (16 h):

Prior the training;

- 1) Read the article: Huotari P., Tiittanen H. 2020. Nursing Leadership Competence Assessment and Development in Healthcare in Kazakhstan Journal of Health Development, Vol 4 Iss 39, pp 17-25. Center for Health Development. Nur-Sultan, Kazakhstan.
[http://jhdzkz.org/gallery/Volume%20%204.%20Number%2039%20\(2020\).pdf](http://jhdzkz.org/gallery/Volume%20%204.%20Number%2039%20(2020).pdf)
Consider the results critically. Name and justify minimum five (5) nursing leadership competences that are most important to be develop. Prepare to share your results with other participants.
- 2) Consider your own leadership competencies and what do you need to strengthen to improve the nursing practice? Write at least three (3) personal learning goals for yourself.
- 3) Consider what are the good leadership practices in your organization. Name three good practices and prepare to share them with the other participants.

Experts:



Training programme

Date	Time	Hours	Type of classes	Themes	Expert(s)
1. THEME: Setting direction for nursing organization					
	09.00-9.30			Registration	
	9.30-10.30	1	Lecture	Welcoming words and orientation to the training (participant presentations, learning outcomes, content, practical issues)	
	11:00-13:00	2	Lecture	1. Setting direction for Nursing Organization 2. Defining Mission Statement and Strategic Goals 3. Change management	
	13.00-14.00			Lunch	
	14.00-15.50	2	Practice	Discussion on pre-assignment tasks.	
	15.50-16.10			Coffee break	
	16.10- 18.00	2	Practice	Group work, in 4 groups: a. Strategic management b. Environmental analysis c. Defining vision and strategic priorities d. Change management	
2. THEME: Managing services and driving results					
	09.00-11.00	2	Lecture	3. Managing services and driving results 2. How to monitor the results 3. Example from Finland – How to evaluate services	
	10.40-11.00			Coffee break	
	11:00-13:00	2	Practice	Group work: Gallery Walk	
	13.00-14.00			Lunch	
	14.00-15.50	2	Practice	Group work: Group discussion and assignment (indicators)	
	15.50-16.10			Coffee break	
	16.10- 18.00	2	Practice	Group work presentations and discussions	
3. THEME: Leading people and teams					
	09.00-10.40	2	Lecture	Leading people and teams: Leadership Leading people and teams: Teams	
	10.40-11.00			Coffee break	
	11:00-13:00	2	Practice	Group work: Leadership	
	13.00-14.00			Lunch	
	14.00-15.50	2	Practice	Group work: Teams	



	15.50-16.10			Coffee break	
	16.10- 18.00	2	Practice	Group work presentations and discussions	
4. THEME: Enhancing nursing professionalism and ethics					
	09.00-10.40	2	Lecture	Professionalism and ethics in nursing practice	
	10.40-11.00			Coffee break	
	11:00-13:00	2	Practice	Group work in two groups: a. Professional communication b. Professional competence development	
	13.00-14.00			Lunch	
	14.00-15:50	2	Practice	Group work in two groups: a. Professional competence development b. Leadership styles	
	15.50-16.10			Coffee break	
	16.10- 18.00	2	Practice	Panel discussion of	
THEME: Leadership action plan, Conclusion					
	09.00-10.40	2	Practice	Group work, 4-6 groups: Action plan for modernization of nursing leadership (identify the development needs, define the actions, responsibilities, timeline)	
	10.40-11.00			Coffee break	
	11:00-13:00	2	Practice	Group work: Action plan for modernization of nursing leadership	
	13.00-14.00			Lunch	
	14.00-15:50	2	Practice	Group work: Presentations and discussions	
	15.50-16.10			Coffee break	
	16.10- 18.00	1	Lecture	Feedback, Certificates	

INSTRUCTIONS FOR IMPLEMENTATION OF MODERNIZATION OF NURSING LEADERSHIP TRAINING

Lectures and group work instructions can be found from CNE Moodle, Nursing Leadership:

- Lectures
- Exercise Handbook for Nursing Educators

The training can be implemented as a 5-days intensive programme or for example to have one day per week during 5 weeks' time.