Voice & Vision for Nursing

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CEO, Sigma Theta Tau International

6 June 2016
OVERVIEW

- Global Health
- Health Systems
- The Profession
- Action Plan
Florence Nightingale
12 May 1820 – 13 August 1910
LEADERS HAVE VISION

“A leader is one who sees more than others see, who sees further than others see, and who sees before others do.”

– Leroy Eims
FROM BBC ONLINE

100 Women 2015
Highlighting work & challenges of nurses and midwives around the world.

BBC (2015) 100 Women 2015: Nursing in Numbers around the World
BBC (2015) 100 Women 2015: Saving Children’s Lives in the Central African Republic
BBC (2015) 100 Women 2015: Life as a Cancer Nurse in Gaza’s Main Hospital
FACTORS AFFECTING HEALTH

- Changing Demographics
- Life Expectancy
- Increasing Prevalence of Chronic Disease
- Prevention/Wellness Focus
- Financial Climate
### HIGHEST LIFE EXPECTANCY AT BIRTH: 2010-2015
#### TOP 10 COUNTRIES

<table>
<thead>
<tr>
<th>State/Territory</th>
<th>Overall</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Japan</td>
<td>83.7</td>
<td>86.6</td>
<td>80.9</td>
</tr>
<tr>
<td>2. Hong Kong</td>
<td>83.3</td>
<td>86.5</td>
<td>80.0</td>
</tr>
<tr>
<td>3. Switzerland</td>
<td>82.7</td>
<td>84.7</td>
<td>80.4</td>
</tr>
<tr>
<td>4. Australia</td>
<td>82.1</td>
<td>84.3</td>
<td>79.9</td>
</tr>
<tr>
<td>5. Italy</td>
<td>82.8</td>
<td>85.2</td>
<td>80.3</td>
</tr>
<tr>
<td>6. Iceland</td>
<td>82.3</td>
<td>83.8</td>
<td>80.7</td>
</tr>
<tr>
<td>7. France</td>
<td>81.8</td>
<td>84.9</td>
<td>78.8</td>
</tr>
<tr>
<td>8. Sweden</td>
<td>81.9</td>
<td>83.7</td>
<td>80.1</td>
</tr>
<tr>
<td>9. Spain</td>
<td>82.3</td>
<td>85.0</td>
<td>79.4</td>
</tr>
<tr>
<td>10. Israel</td>
<td>82.1</td>
<td>83.8</td>
<td>80.2</td>
</tr>
</tbody>
</table>

UN Dept of Economic & Social Affairs (UN DESA), July 2014
### Highest Life Expectancy at Birth: 2013

#### Europe

<table>
<thead>
<tr>
<th>State/Territory</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>Iceland, Switzerland</td>
<td>83</td>
</tr>
<tr>
<td>France, Italy, Liechtenstein, Luxembourg, Spain, Sweden</td>
<td>82</td>
</tr>
<tr>
<td>Austria, Finland, Germany, Greece, Ireland, Malta, Netherlands, Norway, UK</td>
<td>81</td>
</tr>
<tr>
<td>Belgium, Cyprus, Denmark, Portugal, Slovenia</td>
<td>80</td>
</tr>
<tr>
<td>Albania, Czech</td>
<td>78</td>
</tr>
<tr>
<td>Croatia, Poland</td>
<td>77</td>
</tr>
<tr>
<td>Estonia</td>
<td>76</td>
</tr>
<tr>
<td>Hungary, Macedonia, Montenegro, Serbia, Turkey</td>
<td>75</td>
</tr>
<tr>
<td>Bulgaria, Latvia, Lithuania, Romania</td>
<td>74</td>
</tr>
<tr>
<td>Belarus</td>
<td>72</td>
</tr>
</tbody>
</table>

*The World Bank Statistics (2013)*
MAJOR HEALTH CHALLENGES

- Vulnerable groups.
- Demographic transition
- Shift in disease burden toward NCD’s.
- Inadequate finances for health needs.

*Jamison et al, The Lancet, 7 December 2013*
GLOBAL HEALTH NEEDS
UNITED NATIONS
SUSTAINABLE DEVELOPMENT GOALS (SDGS)
SUSTAINABLE HEALTH SYSTEM

Attributes:

- Affordability
- Acceptability
- Adaptability

Fineberg 2012, p1020
RESILIENT HEALTH SYSTEMS

- Enough trained health workers.
- Available medicines.
- Robust information systems.
- Appropriate infrastructure.
- Adequate public financing.
- Strong public sector to delivery equitable, quality service.

WHO 2007
WORKFORCE & PATIENT OUTCOMES

KEY CHALLENGES TO ACHIEVING UHC:

- Shortage of nurses/midwives
- Low salaries
- Challenging working conditions
- Adequate training
- Policy influence (lack thereof)

ICN 2014
NURSING & MIDWIFERY: IMPACT ON PATIENT OUTCOMES & FINANCIAL COSTS

- ↓ length of stay
- ↑ clinical outcomes
- ↓ patient mortality
- ↓ wait times and better access to care
- ↑ productivity and efficiency
- ↓ costs
- ↓ adverse event

ICN 2016
EQUATION FOR HEALTH

“An educated workforce + a good work environment = high quality care”

5.16. Evolution in the number of nursing graduates, selected OECD countries, 2003 to 2013 (or nearest year)

Professional associations **MUST** collaborate around common goals!
ICN, STTI, EFN

- Unified voice for Nursing
- Value of Nursing
- Health
- Policy
- Leadership
- Collaborative Endeavors
EFN & ICN URGE:

- Quality and safe care working conditions.
- Adequate and appropriate qualified nursing workforce.
- Strengthen and align curricula with patient/public needs.
- Engage nurses in the political and policy-making process.

EFN, 22 January 2014
STTI and ICN

Convened a Nurse Faculty Migration Summit with support from Elsevier

Nurs Outlook, 2014 JAN-FEB;62(1):16-21
Health Workforce 2030: A global strategy on human resources for health

www.who.int/workforcealliance/knowledge/resources/strategy_brochure2014/en/
Towards the Development of WHO Strategic Directions for Nursing and Midwifery 2016-2020

WHO 2015

European Strategic Directions for Strengthening Nursing & Midwifery toward Health 2020 Goals

WHO 2015
All-Party Parliamentary Group on Global Health (APPG)

9 Jan 2016
How the UK can contribute to the development of nurses and nursing globally.
GLOBAL SHORTAGE

- 7.2 million health workers
- 2035 will increase to 12.9 million

APPG 2016
Need to enhance the role and capacity of nursing and midwifery globally.
KEEP RIGHT
ACTION PLAN

- Move evidence to action
- Leadership
- Resilience

EFN, 22 January 2014
Move evidence to action.
GAPFON
Global Advisory Panel
on the Future of Nursing & Midwifery
Bridging the gaps for health
IOM FUTURE OF NURSING

The Future of Nursing:
LEADING CHANGE, ADVANCING HEALTH

INSTITUTE OF MEDICINE
OF THE NATIONAL ACADEMIES
EUROPEAN WORKFORCE OBSERVATORY

The Health Care Workforce in Europe: Learning from Experience
Edited by Bernd Rechel, Carl-Arly Dubois, Martin McKee

Assessing future health workforce needs
Gilles Dussault, James Buchan, Walter Sermeus, Zilvinas Padaiga

Health Professional Mobility and Health Systems
Evidence from 17 European countries
Edited by Matthias Wimmer, Claudia B. Maier, Irene A. Glino, Gilles Dussault, Josep Figueras

2006 2010 2011
NUMBERS IS NOT ADEQUATE

- Rethink training models
- Focus on retention
- Review regulation
- Voice in policy
- Design effective solutions
- Need leaders
BACKGROUND & SIGNIFICANCE

- Over 400,000 nurse leaders in formal leadership positions represent the largest group of health care managers in the U.S.
- 5,800 Chief Nurses in the US leading 3.1 Million Nurses
- 17,500 Chief Nurses globally leading 19 Million Nurses

WORLD Institute 2015
BACKGROUND & SIGNIFICANCE

• Yet, the influence of nurse leaders’ personal, educational, and practice characteristics on patient outcomes has not been systematically and empirically examined.

• The exception are a hand full of studies of nurse leaders leadership style on patient outcomes, mainly in the Canadian context.

• The lack of empirical data linking nurse leaders to patient outcomes is problematic.

WORLD Institute 2015
WHAT IS LEADERSHIP?
WHAT IS THE ROLE OF THE NURSE LEADER?

“A GOOD leader inspires people to have confidence in the leader, a GREAT leader inspires people to have confidence in themselves.”

http://thinkexist.com/quotation/a_good_leader_inspires_people_to_have_confidence/169218.html
Support Leaders

Develop Leaders

Be a Leader
John C. Maxwell

Revised & Updated

10th Anniversary Edition

The 21 Irrefutable Laws of Leadership

Follow Them and People Will Follow You

Foreword by Stephen R. Covey
Anyone can steer the ship, but it takes a leader to chart the course.

Maxwell, 2006
Leaders understand that activity is not necessarily accomplishment.

Maxwell, 2006
Leaders add value by serving others.

Maxwell, 2006
Only secure leaders give power to others.

Maxwell, 2006
A leader’s lasting value is measured by succession.
We have a responsibility to develop future leaders
Look for the potential in others.

“A leader’s role is to raise people’s aspirations for what they can become and to release their energies so they will try to get there.”

David Gergen
TO INSPIRE
ROBERTSON COOPER
MODEL OF PERSONAL RESILIENCE

Resilience

- Confidence
- Purposefulness
- Adaptability
- Social Support

www.Robertson.cooper.com/blog/entry/how-non-psychologists-build-personal-resilience-1
We live in a world of uncertainty, but leaders must act with confidence.
CONFIDENCE

- ...provides a sense of security to others.
- ...justified confidence earns you the trust of others.
- ...protects you in situations of confrontation and challenge.
Actions are required to become an influential leader.
Become an agent of change.

“Be the change that you wish to see in the world.”

Mahatma Gandhi
Embrace Failure as an opportunity for growth.
Self-Care

KEEP CALM
AND
TAKE CARE
OF YOURSELF
Be the best leader IN the world?
Instead...

Be the best leader *FOR* the world.