Voices from nurses in practice - ICN’s Leadership For Change (LFC)™

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Today we will discuss

• The roots of modern-day nursing
• How modern-day nursing has evolved
• Where we are today – voices from nursing leaders
• Where is nursing headed into the future
• The ICN LFC Programme
• Webinar discussion: …
The roots of modern-day nursing: Florence Nightingale

• Nursing is not new! There have been nurses since recorded history.
• Nightingale founded modern day nursing and nursing education
• Nightingale’s Theory: Man, Health, Environment maps to the Social Determinants of Health we use in many countries today!
How modern-day nursing has evolved:

Many initiatives started by nurses between 1850 and 1920 still exist today!

- **First medical record system** (Linda Richards)
- **Mental health services** and military nursing (Dorothea Dix)
- **Frontier nursing service** for midwifery and rural health (Mary Breckenridge)
- **Care for the Poor** with a social determinants of health model (Lillian Wald)
- **Family planning and birth control**: Margaret Sanger

ALL OF THESE NURSING INITIATIVES HAVE INFLUENCED HEALTH POLICY ACROSS THE WORLD AND CONTINUE TODAY
International Council of Nurses: Key leaders past and present

• Begun in 1899
• First ICN Presidents
• 1899 - 1904 Ethel Bedford Fenwick (UK)
• 1904 - 1909 Susan McGahey (Australia)
• 1909 - 1912 Agnes Karll (Germany)

• 2017 – Onwards Annette Kennedy (Ireland)
  “Nurses need to learn how to influence policy”.
Nursing: first 100 years

• Early nursing “followed orders” of physicians
• Formalized inter-professional teams and collaboration were not the norm
• Education was task oriented: “many hospital-based training programs”
• Most nurses were female, and most physicians were male
Post WWII

- Roles of women expanded; men entered nursing
- Healthcare technology exploded
- Medical and surgical specialties were developed
- Critical care units were invented
- Some allied health professions emerged: physical therapy, respiratory therapy, etc.
- Hospitals increased in numbers and size (influenced by employer-based health insurance and national health services)
- Nursing care followed as patient care moved to hospitals
The nursing profession today

- Nursing is an autonomous profession – nurses are not expected to only follow orders
- In many countries only about 50% nurses work in hospitals
- Inter-professional collaborative practice is a goal
- Nursing remains the most trusted profession
- Profile of nursing is increased
- Nursing has a seat at the policy table…
Health policy and nursing: now and headed into the future…

- Value based care: Quadruple aim (Note: has added provider satisfaction)
Health policy and nursing: now and headed into the future…

• Inter-disciplinary collaborative practice
Health policy and nursing: now and headed into the future…

• OMICS revolution: Where does nursing fit in?
  - Microbiomics
  - Genomics
  - Proteomics
  - Cistomics
  - mRNAomics
  - Transcriptomics
  - Epigenomics
Health policy and nursing: now and headed into the future…

Precision health care services

• Where does nursing fit into all of this?
Health policy and nursing: now and headed into the future…

• **Tele health:** This is already commonly used for chronic disease management and mental health… How will we skill up the nursing workforce for telehealth?
LFC Programme: Overview

• Since 1996, the LFC programme has prepared nurses with the leadership skills required to implement organisational change, to improve nursing practice and achieve better health outcomes
• It targets nurses in management roles who are in a position to affect organisational change
• The LFC programme was updated in 2018
ICN LFC Programme: How it works

• The LFC programme is highly interactive
• The content spans a broad range of management and leadership concepts
• Format:
  o Three Face-to-Face workshops (across one year). Each workshop includes: short didactic presentations, TED talks, case based small group work activity followed by group reporting
  o Team based project: Over the course of the programme participants work in teams to implement a change project in their organisation that will have impact and be sustainable
• Note: Most learning occurs in the group work and collaboration on the change project

(Pictures from Norwegian Nursing Association LFC programme in 2015, and Ted talks from the revised content)
Creating nursing leadership capacity across the world!
ICN LFC Programme: Outcomes

Highly successful
Participants report:
• Being transformed
  o “It was a clear evidence to me that I have valuable knowledge levels”
• Better able to influence policy and affect change
  o “I emerged as a “polished” leader who can implement a change project with a group of other leaders”
• More confident in their leadership capabilities
  o “It helped me in my individual development plan as well as the interaction/ confidence with others”

Recent countries & sample projects
• Republic of Korea:
  o Strengthened clinical nursing through leadership & management development of Jr. military nursing officers
  o Improved international student progression and graduation in selected nursing schools in the ROK
• Lebanon:
  o Developed and implemented a policy for appropriate use of smartphones in the clinical setting among clinical staff in 7 Beirut hospitals
  o Implemented the ISBAR communication system in 7 hospitals in Lebanon to improve reporting of clinical information among the healthcare team
LFC Impact on the Individual

The LFC programme has transformed the participants

Ms. Khin Mar Kyi (Myanmar)
“The LFC program is very effective and needed for nurses. We gained a lot of knowledge and experience about leadership and management skills which support nursing personal and professional resilience.”

Dr. Hung-Da Dai (Taiwan)
“LFC helped me boost my self-confidence, increase courage, grab the chance, and make changes.”

Dr. Yati Afyanti (Indonesia)
“I learned much more about how to be a good leader and have more confidence in leading a research project.”
LFC programmes across the world building capacity for nursing leadership!

• Since 1996 the ICN has conducted the LFC programme in more than 70 countries!

• Today more than 20 countries are planning LFC programmes.

• With the support of Johnson & Johnson, China plans to train 500 nurses in the LFC programme.

• India plans to train 2,000 nurses in two years!
How you can host an LFC programme?

- LFC programmes are offered through your National Nursing Association
- A country can use their own trainer (if that trainer has been approved as an LFC trainer by ICN)
- If the country does not have a trainer, a regional trainer can be utilised
- The hosting country contacts the ICN and applies for an LFC site license
- Resources must be secured by the National Nursing Association (Government, corporate sponsors and NGO’s are all potential sources)
Now let’s hear from our viewers?
Comments, questions?
in collaboration with