



ODENNA Africa · Project Spotlights Overview

ODENNA Africa is a development programme supporting National Nursing Associations (NNAs) across the African continent. Through professional education, organizational coaching, mentorship, and project-based learning, each NNA identified a national priority and implemented a targeted initiative to strengthen leadership, governance, quality of care, or organizational capacity.

This handout provides a concise overview of each participating NNA's project. These initiatives vary in scope and stage of implementation, and several continue to seek additional mentorship, collaborators, and sponsorship to accelerate progress.

If you would like more information or wish to collaborate with an NNA, please contact odennda@icn.ch or [click here](#) to submit a request for follow-up.

Botswana · Botswana Nurses Association (BNA)

Mentor: None

Project Title: Nurses Capacity Building in Professional Conduct

Key Achievements:

- QUAD endorsed the project; consultant engaged to develop leadership and M&E tools.
- Leadership training and professional ethics workshops delivered for nurses.
- Mentors and Trainers of Trainees (ToTs) identified; rollout schedule prepared and funding secured.

Côte d'Ivoire · Association Nationale des Infirmiers de Côte d'Ivoire (ANICI)

Mentor: None

Project Title: Development of ANICI Strategic Plan 2023–2026

Key Achievements:

- Conducted organizational assessment and prioritized key governance and operational gaps.
- Developed and validated the 2023–2026 national strategic plan through stakeholder workshops.

- Strengthened partnerships and launched training, mentorship, and communication initiatives to support implementation.

Democratic Republic of the Congo · Ordre National des Infirmiers de la RDC (ONIC)

Mentor: None

Project Title: Gender and Women Participation in Management

Key Achievements:

- Trained 715 women in leadership across 26 provinces.
- Developed gender integration tools and national media messaging.
- Organized gender participation campaigns on radio and TV.

Eswatini · Eswatini Nursing Association (ENA)

Mentor: Estonian Nurses Union

Project Title: Development of SNA Strategic Plan

Key Achievements:

- Working team formed; consultant engaged and draft strategic plan underway.
- Partner support secured to fund planning meetings and activities.
- Stakeholder engagement initiated to inform validation and finalization of the plan.

Ethiopia · Ethiopian Nurses Association (ENA)

Mentor: GNLI Alumni

Project Title: Improving Quality Nursing Care

Key Achievements:

- Established CQI teams in two tertiary hospitals.
- Trained 30+ nurses and 25 leaders in CQI methodologies.
- Launched pilot CQI projects on medication safety and workflow.

Gambia · National Association of Gambia Nurses and Midwives (NAGNM)

Mentor: Queen's Nursing Institute (UK)

Project Title: Capacity Building to Train Nurse Attendants to Second-Level Nurses

Key Achievements:

- Secured full Global Fund sponsorship for 100 trainees.
- Implemented two-year training programme.
- Conducted academic monitoring and licensure preparation.

Ghana · Ghana Registered Nurses and Midwives Association (GRNMA)

Mentor: None

Project Title: Develop Workload Assessment Tool

Key Achievements:

- Piloted workload tool across 10 facilities.
- Trained 200+ nurses in workload and stress management.
- Conducted mixed-method workload analysis to refine the tool.

Kenya · National Nurses Association of Kenya (NNAK)

Mentor: Chinese Nursing Association (CNA)

Project Title: Governance and Administration

Key Achievements:

- Developed and validated HR and ICT policies.
- Advanced Financial Management Policy framework.
- Strengthened internal communication and branch coordination.

Liberia · Liberia Nurses Association (LNA)

Mentor: Estonia Nurses Union

Project Title: Enhancing LNA Publicity and Functionality

Key Achievements:

- Implemented national communication plan.
- Conducted stakeholder engagement.
- Increased membership registration and visibility.

Malawi · National Organisation of Nurses and Midwives of Malawi (NONM)

Mentor: Royal College of Nursing (UK)

Project Title: Enhancing Professionalism through Strategic Plan Review

Key Achievements:

- Drafted 2024–2026 strategic plan.
- Integrated professionalism into CPD modules.
- Conducted multi-level stakeholder engagement.

Namibia · Namibian Nurses Association (NNA)

Mentor: St. Lucia Nurses Association

Project Title: Strategic Plan 2023–2027

Key Achievements:

- Finalized and validated national strategic plan.
- Delivered CPD and scientific writing training.
- Engaged 1,500 young nurses through digital platforms.

Nigeria · National Association of Nigeria Nurses and Midwives (NANNM)

Mentor: National Council of Nursing Associations of Italy (CNAI)

Project Title: NANNM Membership Management System

Key Achievements:

- Registered 20,000+ members in digital system.
- Completed pilot testing across six states.
- Established sustainable funding and maintenance plan.

Rwanda · Rwanda Nurses and Midwives Union (RNMU)

Mentor: None

Project Title: Strategic Plan 2024–2028

Key Achievements:

- Completed SWOT and validation.
- Developed strategic goals and objectives.
- Created five-year budget.

Senegal · National Association of State Nurses of Senegal (ANIIDES)

Mentor: None

Project Title: Strategic Plan 2024–2029

Key Achievements:

- Completed organizational self-assessment.
- Developed strategic plan with 17 intermediate results.
- Drafted legislation for national nursing order.

Seychelles · Nurses Association of the Republic of Seychelles (NARS)

Mentor: None

Project Title: Empowering Nurse Leaders

Key Achievements:

- Relunched Leadership for Change (LFC).
- Developed 30+ SOPs and guidelines.
- Introduced digital monitoring tools and handover systems.

Somaliland · Somaliland Nursing and Midwifery Association (SLNMA)

Mentor: Taiwan Nurses Association (TWNA)

Project Title: Leadership Training at Hargeisa Group Hospital

Key Achievements:

- Trained 83 nurses across specialties.
- Developed SOPs and tailored modules.
- Established mentorship framework supporting follow-up training.

South Africa · Democratic Nursing Organization of South Africa (DENOSA)

Mentor: None

Project Title: Rebuild QUAD

Key Achievements:

- Re-engaged 3 of 4 QUAD stakeholders.

- Drafted Terms of Reference.
- Initiated joint national Program of Action.

South Sudan · South Sudan Nurses and Midwives Association (SSNAMA)

Mentor: Order of Nurses, Midwives and Medical Assistants of Romania (OAMR)

Project Title: Strategic Plan 2024–2027

Key Achievements:

- Launched national strategic plan.
- Trained 78 board and youth leaders.
- Developed Resource Mobilization, Advocacy, and MEAL plans.

Tanzania · Tanzania National Nurses' Association (TANNA)

Mentor: None

Project Title: Strategic Plan 2025–2029

Key Achievements:

- Conducted national situational analysis.
- Secured ICN/NNO funding.
- Increased member engagement across the association.

Togo · Association nationale des infirmiers/ères du Togo (ANIIT)

Mentor: GNLI Alumna

Project Title: Strategic Plan 2025–2030

Key Achievements:

- Modernized digital systems.
- Led campaigns reaching 10,000+ people.
- Established regional office to expand engagement.

Uganda · Uganda Nurses and Midwives Union (UNMU)

Mentor: Australian College of Nursing

Project Title: Improving Care for C-Section Mothers

Key Achievements:

- Conducted baseline audit of 313 files.
- Secured administrative support.
- Developed audit cycle for national expansion.

Zambia · Zambia Union of Nurses and Midwives Organisation (ZUNMO)

Mentor: Trinidad and Tobago Registered Nurses Association

Project Title: Enhancing Professionalism

Key Achievements:

- Developed framework regulating device use.
- Identified leaders for professionalism workshop.

- Raised awareness of leadership's role in patient satisfaction.

Zimbabwe - Zimbabwe Nurses Association (ZINA)

Mentor: Irish Nurses and Midwives Organisation (INMO)

Project Title: A Study into Challenges Facing ZINA

Key Achievements:

- Conducted national survey with 88 nurses.
- Held 11 stakeholder interviews.
- Developed recommendations for improving engagement with government.

Interested in collaborating, mentoring, sponsoring, or learning more about any ODENNA Africa projects?

Please contact the ODENNA team at odenna@icn.ch or [click here](#) to submit a request. Our team will connect you directly with the appropriate NNA project leads.

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