



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

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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



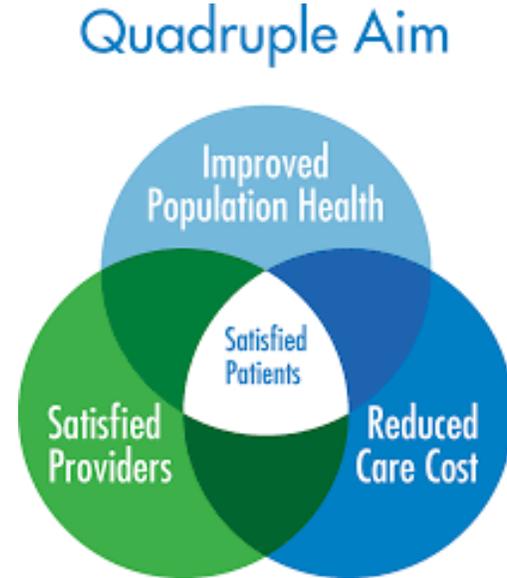
- Roles of women expanded; men entered nursing
- Healthcare technology exploded
- Medical and surgical specialties were developed
- Critical care units were invented
- Some allied health professions emerged: physical therapy, respiratory therapy, etc.
- Hospitals increased in numbers and size (influenced 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...



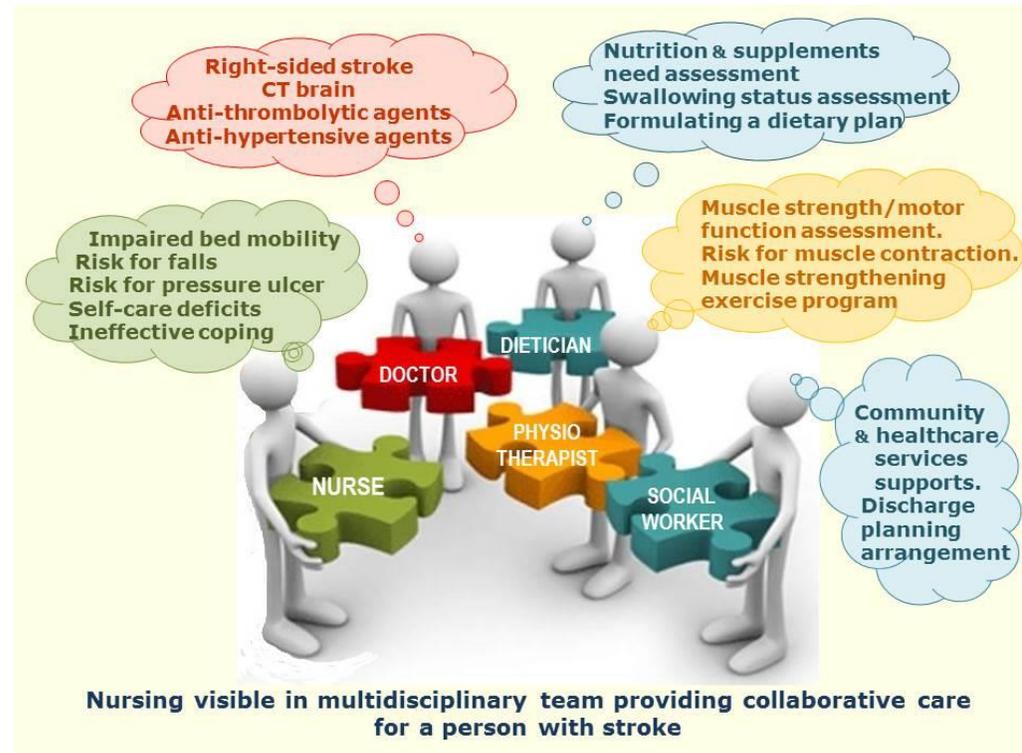
Health policy and nursing: now and headed into the future...



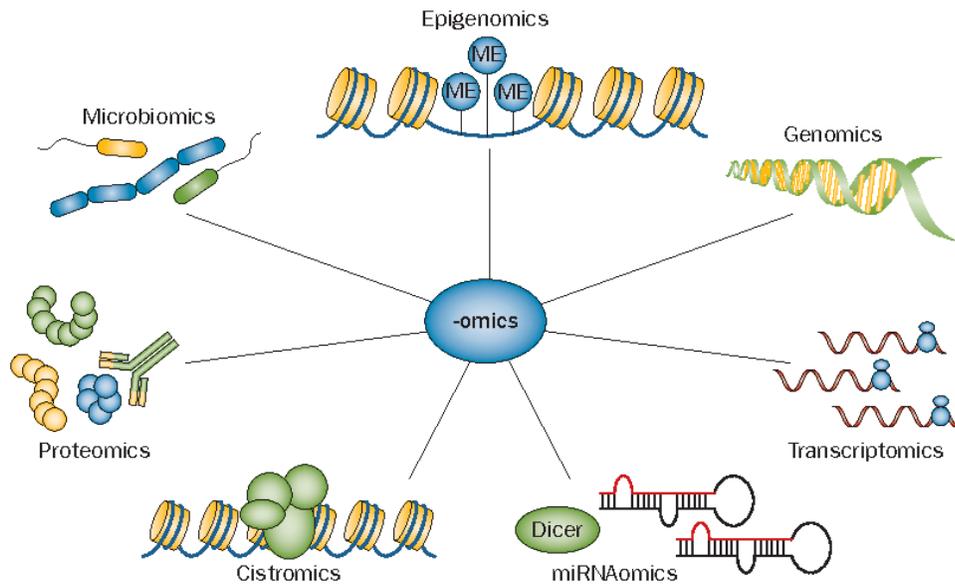
- Value based care: Quadruple aim (Note: has added provider satisfaction)

Health policy and nursing: now and headed into the future...

- Inter-disciplinary collaborative practice



Health policy and nursing: now and headed into the future...

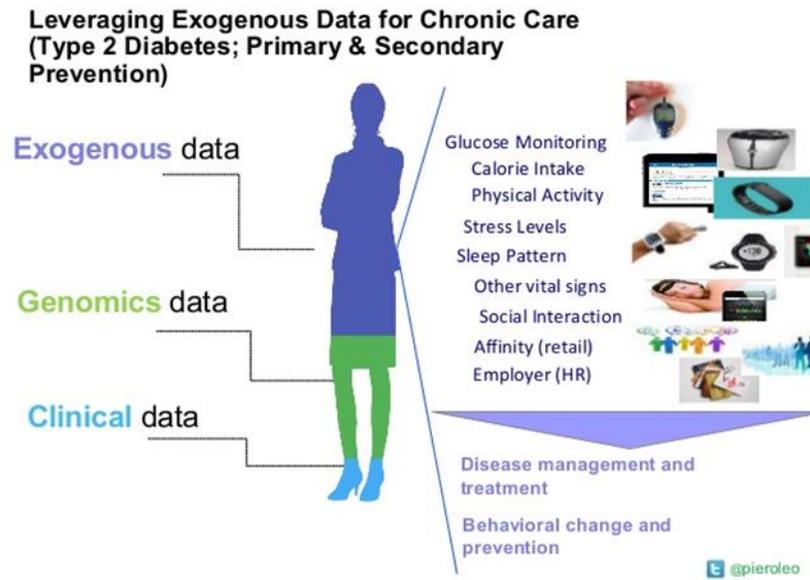


- OMICS revolution:
Where does nursing fit in?
 - Microbiomics
 - Genomics
 - Proteomics
 - Cistomics
 - mRNAomics
 - Transcriptomics
 - Epigenomics

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:
 - 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
 - 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)

ICN LFC Programme: Outcomes

Highly successful

Participants report:

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

Recent countries & sample projects

- Republic of Korea:
 - *Strengthened clinical nursing through leadership & management development of Jr. military nursing officers*
 - *Improved international student progression and graduation in selected nursing schools in the ROK*
- Lebanon:
 - *Developed and implemented a policy for appropriate use of smartphones in the clinical setting among clinical staff in 7 Beirut hospitals*
 - *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 Afiyanti (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!

Johnson & Johnson
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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?

ICN Leadership
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in collaboration with

Nursing **now**

**NIGHTINGALE
CHALLENGE**

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