Asian Women’s Leadership in Six Countries/Regions

INTRODUCTION

Cross-cultural leadership skills will be essential for successful multinational leadership in nursing in the near future. Nursing literature on leadership, especially women’s leadership, is mainly based on the theories, research, values and beliefs of Western countries, such as the U.S. It has been a great challenge for leaders from other cultures, such as Asia, to fully incorporate and use the principles and knowledge from the existing literature based on Western leadership studies.

Leaders from six countries/regions (Hong Kong, Japan, South Korea, Taiwan, Thailand, and the U.S.) established a group to promote collaborative efforts for further development of cross-cultural leadership, especially Asian women’s leadership (called the Asian and American Study Group for Nursing Leadership; AAANL).

PURPOSE

• To share the findings of the second workshop on the leadership needs of emerging nursing leaders in six countries/regions (Hong Kong, Japan, South Korea, Taiwan, Thailand, and the U.S.)
• To provide directions for future development of Asian Women’s Leadership in Six Countries/Regions.

THEMES/FINDINGS

Leadership Needs

• Political leadership to shape and support nurses’ voices
• Symbolic leadership to advocate and communicate with the society (e.g., images of nurses)
• Role models
• Networking opportunities
• Supports from peers and human resources

Barriers to Leadership

• Glass ceiling and glass cliff
• Cultural maturity for women leaders
• Cultural conflicts between “good woman” and “good leader”
• Difficulties in recruiting competent nurses with PhDs to lead in universities (e.g., high pay for nurses in clinical settings)
• Lack of fully developed political skills

METHODS

• Shared information about Asian culture and how the culture and society influenced women’s leadership in their countries/regions, the current status of nursing leaders and leadership needs in the countries/regions, and existing strategies and suggestions to meet the leadership development needs in the countries/regions.
• Extracted several themes reflecting the commonalities and differences in the leadership needs across the six countries:
  Questions & answers
  Reflections
  Memo writing
  Analysis of the discussions using linebyline coding, categorization, and theme extraction.

RECOMMENDATIONS

Suggestions for Emerging Leaders

• Establish human resources/networks
• Develop skills and knowledge in political leadership
• Develop mentorship and role models
• Empowerment of self in multiple dimensions
• Communicate and actively engage in public affairs
• Establish your vision for leadership

REFERENCES:


