Purpose: Nursing communities have become closer across countries in recent years, mainly due to advances in transportation and communication techniques. With this change in nursing communities, it becomes necessary for future nursing leaders to be prepared to understand the impact of diverse socio-cultural and political contexts on nursing leadership across the globe. That is, cross-cultural leadership skills will be essential for successful multinational leadership in nursing in the near future. Despite the necessity of cross-cultural leadership, the 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. Thus, 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. To fill the gap in the literature, 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 Asian American Study Group for Nursing Leadership; AAANL). This group, over a two-year period, participated in two workshops at Duke University School of Nursing. The purpose of this presentation is 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.) and to provide directions for future development of Asian Women’s Leadership in Six Countries/Regions.

Methods: At the workshop, all the participants (7 leaders from six countries/regions) made presentations on background information on each Asian culture and on 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. Then, the presentations were discussed among the seven members, and they extracted several themes reflecting the commonalities and differences in the leadership needs across the six countries. The process included questions, answers, reflections, and memo writing. Then, the memos from the discussions were analyzed using line-by-line coding, categorization, and theme extraction.

Results: Three categories of themes were extracted: (a) five sub-themes under the category of leadership needs; (b) six sub-themes under the category of barriers; and (c) six sub-themes under the category of suggestions for future leaders. The category of leadership needs included: (a) political leadership to shape and support nurses’ voices; (b) symbolic leadership to advocate and communicate with the society (e.g., images); (c) role models; (d) networking opportunities; and (e) supports from peers and human
resources. The category of barriers included: (a) glass ceiling and glass cliff; (b) cultural maturity for women leaders; (c) cultural conflicts between “good women” and “good leaders”; (d) difficulties in recruiting competent nurses with PhDs (e.g., high pay for nurses in clinical settings); and (e) lack of political skills. The category of ‘suggestions for future leaders’ included: (a) establishing human resources/networks; (b) developing skills and knowledge in political leadership; (c) developing mentorship and role models; (d) empowerment in multiple dimensions; (e) communicating and actively engaging in public affairs; and (f) establishing visionary leadership.

Conclusion: There were clear needs for future development of women’s leadership in Asian countries/regions, and further international collaborative efforts would be essential for the leadership development in nursing across the globe.

Title:
Asian Women’s Leadership in Six Countries/Regions

Keywords:
Asian, leadership and women

References:


Abstract Summary:
To describe the leadership needs of emerging nursing leaders in six countries/regions (Hong Kong, Japan, South Korea, Taiwan, Thailand, and the U.S.) and to provide directions for future development of Asian Women’s Leadership.
Content Outline:

1. Introduction (background information on the Asian and Asian American Study Group for Nursing Leadership (AAANL))

2. Purpose statement

3. Methods: workshop, memos, and content analysis

4. Findings from the workshop

Three categories of themes with sub-themes under each category

5. Implications for future leadership development

First Primary Presenting Author

Primary Presenting Author

Marion E. Broome, PhD, RN, FAAN
Duke University
School of Nursing
Dean of the School of Nursing; Vice Chancellor for Nursing Affairs
Durham NC
USA

Author Summary: Dr. Broome is Dean and Vice Chancellor for Nursing Affairs at Duke University. Prior to joining Duke, Dr. Broome was dean of the Indiana University School of Nursing, where she was awarded the rank of Distinguished Professor. Dr. Broome is widely regarded as an expert, scholar and leader in pediatric nursing research and practice. Her research spans research ethics related to informed consent and assent for children in research and research misconduct in clinical trials.

Second Author

Eun-Ok Im, PhD, MPH, FAAN
Duke University
Nursing
Professor & Mary T. Champagne Professor
Durham NC
USA

Author Summary: Dr. Eun-Ok Im is Mary T. Champagne Professor at School of Nursing, Duke University. She has gained national and international recognition as a methodologist and theorist in international cross-cultural women’s health through more than 160 refereed journal articles and over 270 presentations. Dr. Im has obtained over 17.5 million dollars of research grants (9.1 million dollars as the PI). She has numerous awards including the 2014 International Nurse Researcher Hall of Fame Award.

Third Author

Jillian Inouye, PhD, APRN-BC, FAAN
University of Hawaii at Manoa
Author Summary: My areas of expertise and publications are in cross cultural studies and interventions for chronic disease management. I conducted intervention research utilizing cognitive behavioral interventions for persons with HIV/AIDS, Juvenile Rheumatoid Arthritis and am now doing a clinical trial through an RO1 mechanism from the National Institute of Nursing Research with API persons with type 2 diabetes.

Fourth Author
Wipada Kunaviktikul, PhD, RN, FAAN
Faculty of Nursing Chiang Mai University
Professor
Chiang Mai
Thailand

Author Summary: Dr. Wipada Kunaviktikul is a Professor and the Dean of the Faculty of Nursing, Chiang Mai University, Thailand. She is the Director of Nursing Policy and Outcome Center (NPOC), the Head of World Health Organization Collaborating Center for Nursing and Midwifery Development (WHOCC No. 203), and the President of Sigma Theta Tau International Phi Omega Thailand Chapter at Large.

Fifth Author
Chia-Chin Lin, PhD, FAAN
University of Hong Kong
Dean & Professor
The University of Hong Kong, Pokfulam, Hong Kong
Hong Kong
China

Author Summary: Dean, College of Nursing, TMU Director, Planning Division, Office of Research & Development, TMU Director, Graduate Institute of Nursing, TMU Director, School of Nursing, TMU Chief Secretary, Secretarial Office, TMU Appraiser Team, Nursing Category, Symbol of National Quality (SNQ), Institute for Biotechnology and Medicine Industry, Research Center for Biotechnology and Medicine Policy, Taipei, Taiwan Chair, Nursing Section, Members of the Board of Examiners, Ministry of Examination, Taiwan

Sixth Author
Eui Geum Oh, PhD, FAAN
Yonsei University
Professor
Seodaemun-gu
Seoul
Korea, Republic of (South)

Author Summary: Dr. Eui Geum Oh is a professor of department of clinical nursing science, college of
nursing, Yonsei University, Seoul, Republic of Korea. She is a director of Yonsei Evidence Based Nursing Centre of Korea: A Joanna Briggs Institute Centre of Excellence since 2008 and also she is currently a director of Kim Mo-Im Nursing Research Institute in Yonsei University.

Seventh Author

Reiko Sakashita, PhD
University of Hyogo
Dean and Professor
College of Nursing Art & Science University of Hyogo
Hyogo
Japan

Author Summary: Dr. Reiko Sakashita is Dean and Professor of the Graduate School of Nursing at Hyogo University, Japan. Dr. Sakashita’s expertise includes leadership and nursing theories.

Eighth Author

Hsiu-Hung Wang, PhD, RN, FAAN
Kaohsiung Medical University
College of Nursing
professor
Kaohsiung
Taiwan

Author Summary: Dr. Hsiu-Hung Wang is the Professor of Kaohsuing Medical University College of Nursing in Taiwan. She earned PhD degree from University of Texas at Austin, USA in 1998. She has been devoted herself to research for more than 35 years and focus on women’s health, nursing education, and community health, health promotion, health policy and aging and long-term care.