Developing Indian American Nurse Leaders Through a Transformational Leadership Training Program

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Disclosures

- Disclosed no conflict of interest.
• Active minority nursing professional organization.
• Fourteen chapters nationwide and approximately 2000 members.
• NAINA was incorporated as a nonprofit organization in 2006.
• Mission: Uniting all Indian American nurses with one voice to increase their visibility within the professional arena and to rejuvenate their unique cultural heritage and values.
  – Official voice for Indian nurses in America for professional nursing issues and problems.
Background/ Significance

- Internationally educated nurses from India is the third largest group of internationally educated nurses in US.

- Indian American nurses face challenges in accessing appropriate leadership positions and are underrepresented among leaders.

- No Leadership development program of Asian Indian nurses

- NAINA recognizes need for aspiring nurse leaders (ANLs) of Indian heritage with leadership skills for transforming health care.
Purpose

- Aspiring Leaders Development (ALD) program was to develop and implement a transformational leadership program for a cohort of aspiring nurse leaders (ANLs) of Indian heritage focuses on individual leadership development, and furthers the mission of the NAINA.
Theoretical Foundation

• Transformational leadership-Most impactful leadership style

• Transformational leadership behaviors- teachable and can be learned

• Five core principles of the Leadership (Kouzes and Posner, 2012)
  – Modeling (model the way)
  – Inspiring (inspire a shared vision)
  – Challenging (challenge the process)
  – Enabling (enable other to act)
  – Encouraging (encourage the heart).
Methods

• Call for applications was sent to all NAINA chapters

• All applicants were required to submit their curriculum vitae and an individual leadership development plan.

• The 14 ANLs, of whom 12 were females and 2 males, represented 10 NAINA chapters
# Demographic Data

<table>
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<tr>
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<th>N (%)</th>
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<tbody>
<tr>
<td><strong>Age</strong></td>
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<tr>
<td>25 - 35</td>
<td>2 (14.3)</td>
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<tr>
<td>36 - 50</td>
<td>10 (71.4)</td>
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<tr>
<td>&gt;50</td>
<td>2 (14.3)</td>
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<tr>
<td><strong>Gender</strong></td>
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<tr>
<td>Male</td>
<td>2 (14.3)</td>
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<tr>
<td>Female</td>
<td>12 (85.7)</td>
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<tr>
<td><strong>Professional Qualification</strong></td>
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<tr>
<td>MSN</td>
<td>10 (71.4)</td>
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<tr>
<td>Masters in other fields</td>
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<tr>
<td>Doctorate in Nursing Practice</td>
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<tr>
<td><strong>Years of experience in nursing</strong></td>
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<tr>
<td>&lt;5</td>
<td>1 (7.1)</td>
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<tr>
<td>5 to 10</td>
<td>1 (7.1)</td>
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<tr>
<td>10 to 20</td>
<td>5 (35.7)</td>
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<tr>
<td>&gt;20</td>
<td>7 (50)</td>
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Program Design

Identifying participants’ learning needs:
- Leadership Practices Inventory (LPI)

Developing and implementing the curriculum.
- A Face-to-face work
- Teleconference presentation
  a. Power point presentation
  b. 2-minute evaluaor speech
- Other deliverables included to develop
  a. A brief bio
  b. Vision statement
  c. Leadership development plan

Program Evaluation
- Program Outcome
  a. Likert survey
- ANL outcome
  a. Pre and post LPI

Pre- and Post-Leadership Practices Inventory
Comparative Group Scores

Program Evaluation

• Qualitative Data:

  – All the ANLs gave very positive feedback

  – Overall the ANLs thought the program was very effective and organized.

  – ANLs evaluated their own progress during the program.
Conclusion

• Successful integration of internationally educated nurses to leadership positions.

• Develop future strong leaders on the advisory committees, commissions, and boards of private nonprofit and philanthropic organizations where policy decisions are made.

• Establish a formal leadership program for ALNs of Indian origin.

• NAINA help young nurses to be successful through empowering, networking and collaboration.
References


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• President and transformational leadership consultant Amy Savage
QUESTIONS?
Thank you!