International Nursing Leadership Development: A Shared Service Learning Partnership

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Greetings from Western Carolina University and Blue Ridge Mountains
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Building Tomorrow’s International Nursing Leaders
Internationally, the Nursing Profession faces eminent Nurse Leadership Shortage!

- Issues: **Aging Workforce**, **Retiring Nurse Executives**, and **Increasing Specialization of New Graduates Entering Practice**
  - Crucial Global need to **Mentor and Prepare Future Nursing Leaders**.
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- Lack of *Leadership Succession Planning* in clinical practice sites
- Lack of *time for Leadership Development* from within the facility
- *Day to day Management Crises* impedes proactive mentoring of future nursing leaders
- *Massive Nursing Retirement* = 2020-2030
North Carolina

Western North Carolina is a mountainous region with rural facilities, low education.

Leadership Partnership developed to promote mentoring of novice nursing leaders for future roles.

Nursing administration from regional 21 counties act as nursing mentors for nurses with professor’s guidance.

Nurses select a nursing leader to serve as a mentor, coach, and role model for demonstrating leadership.

Personal guidance & support.

Leadership Intervention Project.

International

1996-2002
- Kings College London
- University of York, England
- University of Edinburgh
- St. Thomas & Guy Hospital, London
- York Hospital, York, England

2005-2006
- Kings College London
- University of Glamorgan, Cardiff, Wales
- Welsh Nursing Leadership
- St. Thomas & Guy Hospital, London

2006-2007
- Kings College of London
- University of Glamorgan, Cardiff, Wales
- St. Thomas & Guy Hospital, London

2007-2009
- Kings College of London
- St. Margaret’s Nursing, Edinburgh
- Royal Hospital for Sick Children

2009-2011
- Royal Hospital - Sick Children Edinburgh
- Napier University, Edinburgh, Scotland
- Royal Infirmary, Edinburgh, Scotland
Two Tiered Research Application of Concept Model—Internationally & North Carolina

- Provide International Opportunities for Leadership Mentoring and Guided Service Learning Presentations
- Establish the Foundations for Evidence-based Global Leadership Development
- Transforming Advocacy into Activism for Future Nursing Leaders
- Building Foundations for Professional Accountability through Leadership Development
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- **North Carolina Leadership Objectives**

  - Mentees spend a *minimum of 90 hours* with Nursing Leadership Mentor
  - Mentor provides *comprehensive leadership intensive* experience for mentee including: *performance improvement, fiscal & budget operations, professional initiatives*

  - Nursing Student: Implements *Service Learning Project* for *Leadership Role Development*
Carolina County Ambulatory Surgery Center

- 100 Main Street
- Carolina City, NC 28888
- 1-WE-CARE-FOR-U

Hours of Operation: Monday-Friday 8AM-5PM

Sabrina Page Intervention Project Western Carolina University

- **Challenges**: Beginning a project that was initiated by another manager and learning a new area of the hospital and how it is operated.
- **Recommendations**: To begin project at an earlier date and be able to spend more time researching and observing the area.
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- **International Leadership Objectives**

  - Compare US and UK Perspectives on International Nursing Issues
  - Develop a Global Service Learning presentation of mutual value
  - Demonstrate Professional Leadership Growth through collaborative international presentations, reflections, dialogue
  - Develop Collaborative Strategies & Solutions through dialogue
International Nursing Leadership Development: A Shared Service Learning Partnership
Did you develop new leadership skills presenting nursing trends to professional peers in the UK and USA? (N=38)
International Nursing Leadership Development: A Shared Service Learning Partnership (Outcomes)

Did you strengthen your nursing leadership skills in your current workplace as a result of this learning experience? (N=38)

- Minimum
- Moderate
- Marked

![Chart showing the results over the years 2006 to 2010]
Did you increase your interest in sharing your leadership skills/mentoring role in the future? (N=38)
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