

# **International Nursing Leadership Development: A Shared Service Learning Partnership**

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*Celebrating 40 Years of  
Excellence in Nursing Education*  
WCU SCHOOL OF NURSING

# Greetings from Western Carolina University and Blue Ridge Mountains Cullowhee, North Carolina, U.S.A.



# International Nursing Leadership Development: A Shared Service Learning Partnership



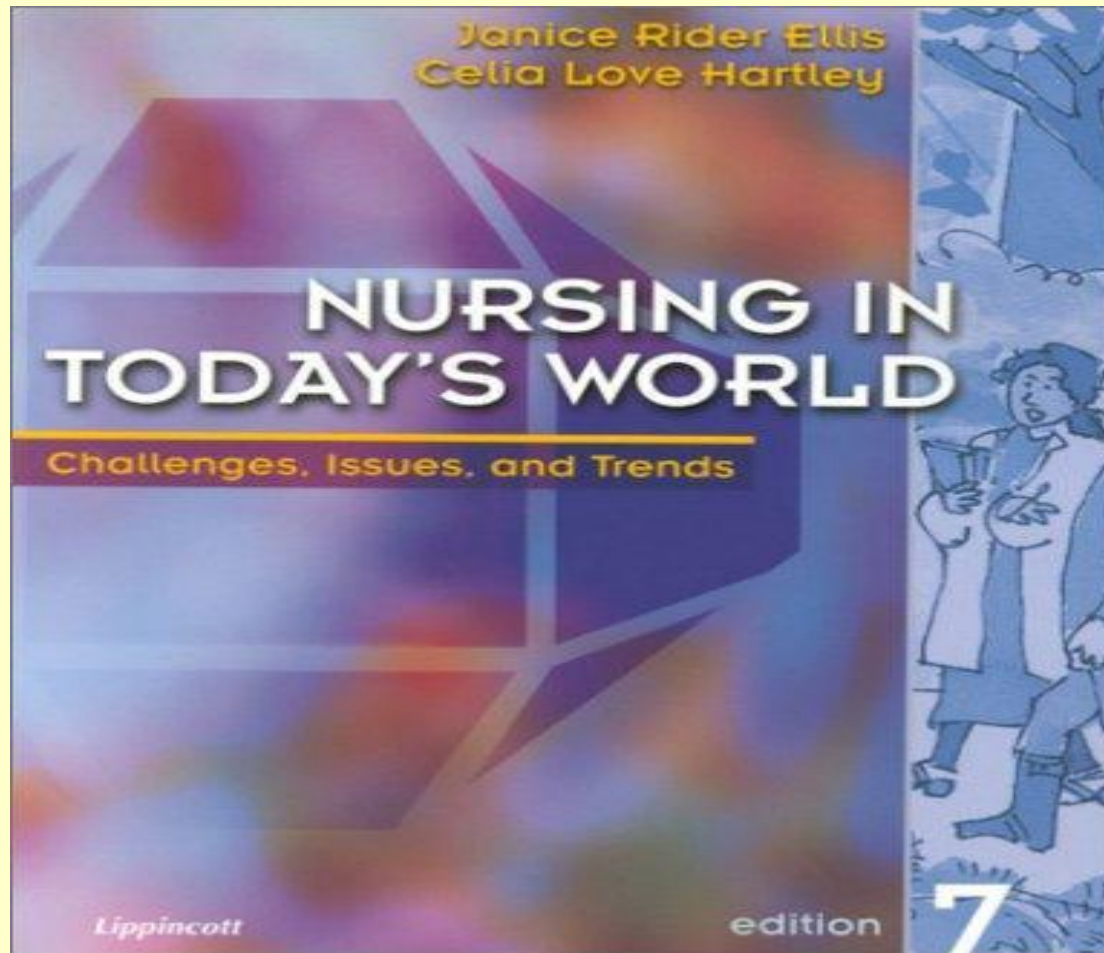
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## Building Tomorrow's International Nursing Leaders



# International Nursing Leadership Development: A Shared Service Learning Partnership

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- 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.

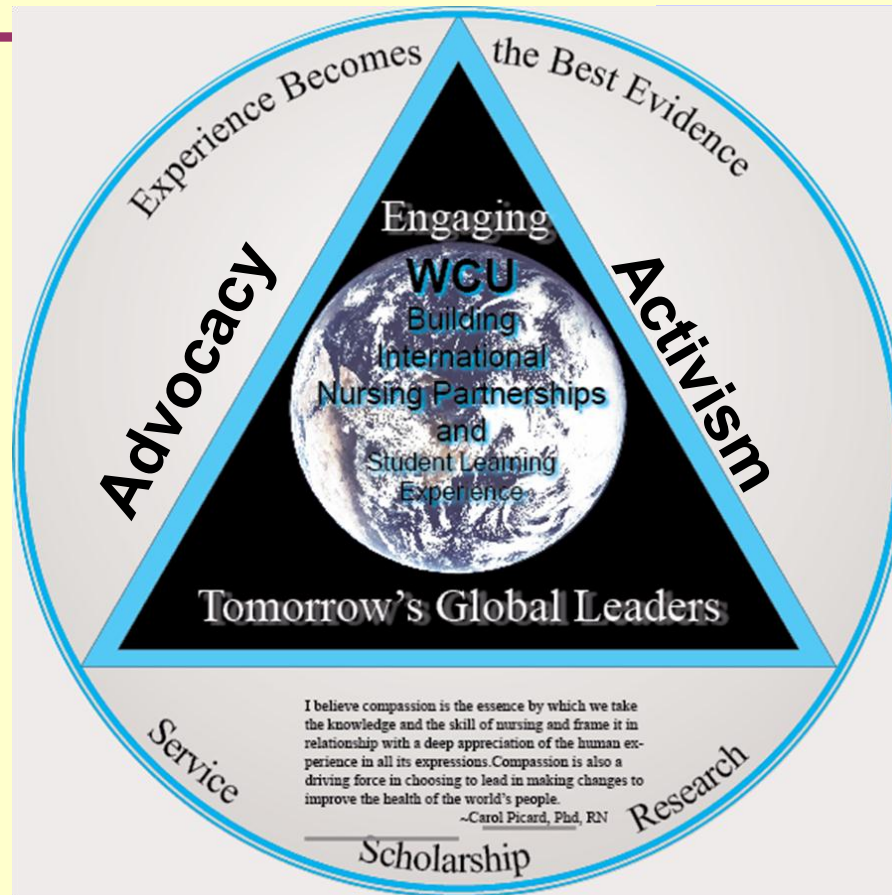
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- Lack of Leadership Succession Planning in clinical practice sites
- Lack of time for Leadership Development from within the facility
- Day to day Management Crises impedes proactive mentoring of future nursing leaders
- Massive Nursing Retirement = 2020-2030



# Professional Accountability



- Garner, B.L., Metcalfe, S. E., & Hallyburton, A. (2008).
- International collaboration: A concept model to engage nursing leaders and promote global nursing education partnerships. *Nursing Education in Practice*, Vol. 14 – doi: 10.1016/j.nepr.2008.10.011 (pp.1-7) (Refereed)



# Dr. Sharon Metcalfe-Two Tiered Research Application with Concept Model-Internationally & North Carolina

## ■ 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**

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- **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



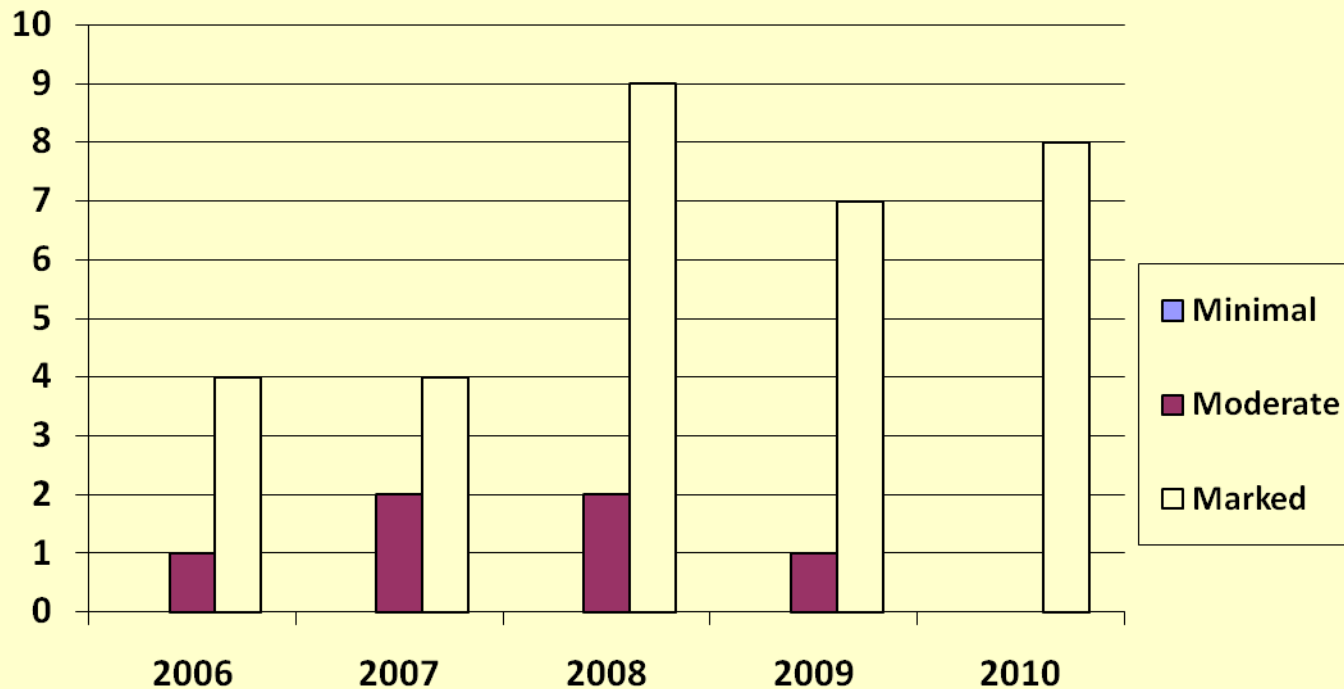
- **Compare US and UK Perspectives on International Nursing Issues**
  - **Develop a Global Service Learning presentation of mutual value**
- **Demonstrate Professional Leadership Growth through collaborative international presentations, reflections, dialogue**
- **Develop Collaborative Strategies & Solutions through dialogue**

# International Nursing Leadership Development: A Shared Service Learning Partnership



# International Nursing Leadership Development: A Shared Service Learning Partnership (Outcomes)

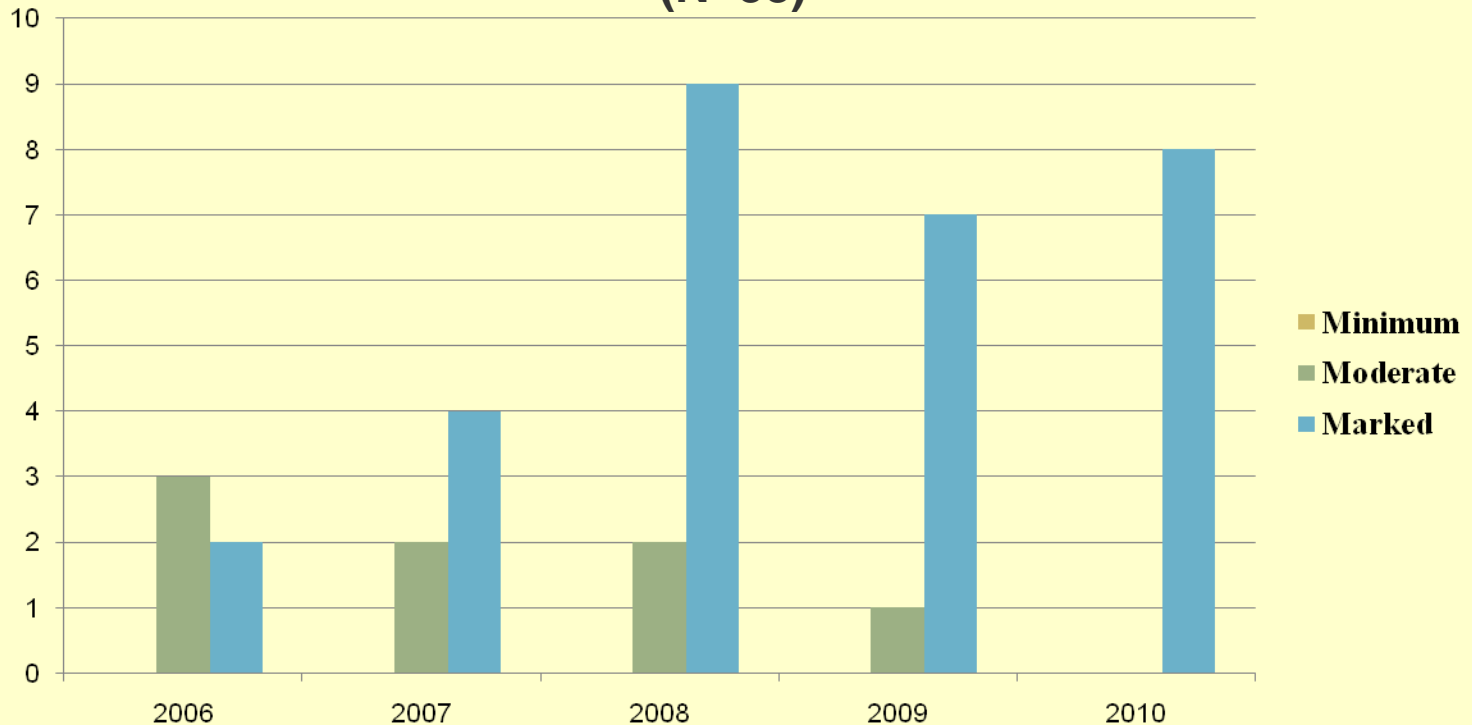
Did you develop new leadership skills presenting  
nursing trends to professional peers in the UK and USA?  
(N=38)



# 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)



# International Nursing Leadership Development: A Shared Service Learning Partnership (Outcomes)

Did you increase your interest in sharing your  
leadership skills/mentoring role in the future?  
(N=38)



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