

# *Voice & Vision for Nursing*

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# OVERVIEW

- Global Health
- Health Systems
- The Profession
- Action Plan



Florence Nightingale  
12 May 1820 – 13 August 1910

# LEADERS HAVE VISION

“A leader is one who sees more  
than others see, who sees further  
than others see, and who sees  
before others do.”

– Leroy Eims

# FROM BBC ONLINE

*100 Women 2015*

Highlighting work & challenges of nurses and midwives  
around the world.



BBC (2015) *100 Women 2015: Nursing in Numbers around the World*

BBC (2015) *100 Women 2015: Saving Children's Lives in the Central African Republic*

BBC (2015) *100 Women 2015: Life as a Cancer Nurse in Gaza's Main Hospital*

# FACTORS AFFECTING HEALTH

- Changing Demographics
- Life Expectancy
- Increasing Prevalence of Chronic Disease
- Prevention/Wellness Focus
- Financial Climate

# HIGHEST LIFE EXPECTANCY AT BIRTH: 2010-2015

## TOP 10 COUNTRIES

State/Territory	Overall	Female	Male
1. Japan	83.7	86.6	80.9
2. Hong Kong	83.3	86.5	80.0
3. Switzerland	82.7	84.7	80.4
4. Australia	82.1	84.3	79.9
5. Italy	82.8	85.2	80.3
6. Iceland	82.3	83.8	80.7
7. France	81.8	84.9	78.8
8. Sweden	81.9	83.7	80.1
9. Spain	82.3	85.0	79.4
10. Israel	82.1	83.8	80.2

# HIGHEST LIFE EXPECTANCY AT BIRTH: 2013

## EUROPE

State/Territory	Overall
Iceland, Switzerland	83
France, Italy, Liechtenstein, Luxembourg, Spain, Sweden	82
Austria, Finland, Germany, Greece, Ireland, Malta, Netherlands, Norway, UK	81
Belgium, Cyprus, Denmark, Portugal, Slovenia	80
Albania, Czech	78
Croatia, Poland	77
Estonia	76
Hungary, Macedonia, Montenegro, Serbia, Turkey	75
Bulgaria, Latvia, Lithuania, Romania	74
Belarus	72



# MAJOR HEALTH CHALLENGES

- Vulnerable groups.
- Demographic transition
- Shift in disease burden toward NCD's.
- Inadequate finances for health needs.

*Jamison et al, The Lancet, 7 December 2013*

# GLOBAL HEALTH NEEDS

## UNITED NATIONS

### SUSTAINABLE DEVELOPMENT GOALS (SDGs)



# SUSTAINABLE HEALTH SYSTEM

## Attributes:

- Affordability
- Acceptability
- Adaptability

# RESILIENT HEALTH SYSTEMS

- Enough trained health workers.
- Available medicines.
- Robust information systems.
- Appropriate infrastructure.
- Adequate public financing.
- Strong public sector to delivery equitable, quality service.

# WORKFORCE & PATIENT OUTCOMES

## KEY CHALLENGES TO ACHIEVING UHC:

- Shortage of nurses/midwives
- Low salaries
- Challenging working conditions
- Adequate training
- Policy influence (lack thereof)

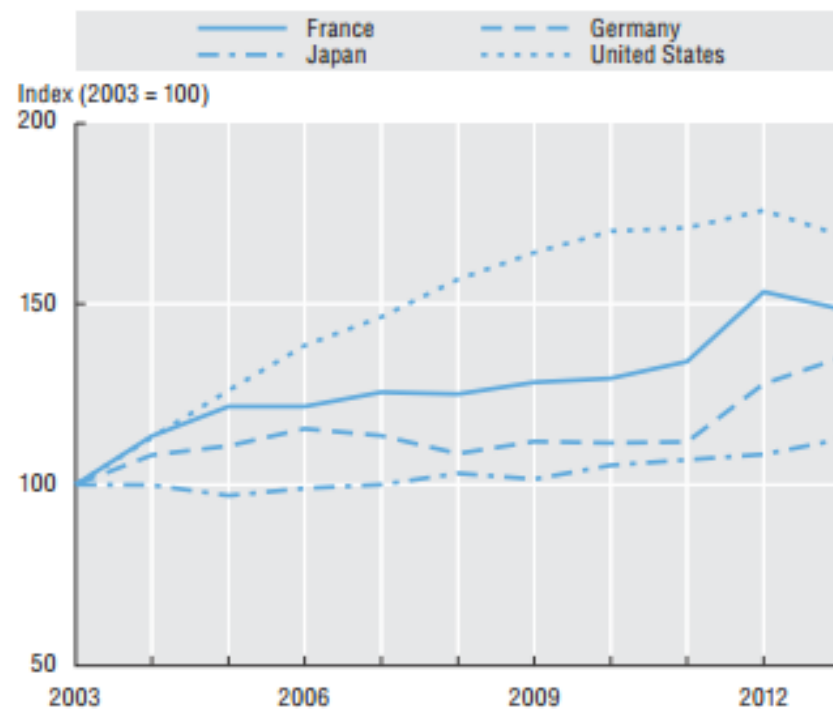
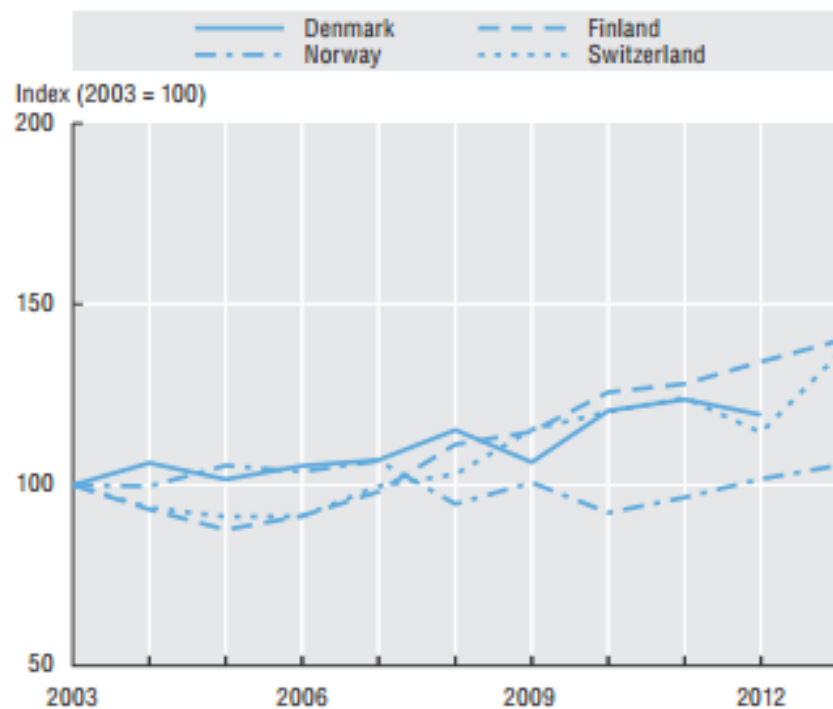
# NURSING & MIDWIFERY: IMPACT ON PATIENT OUTCOMES & FINANCIAL COSTS

- ↓ length of stay
- ↑ clinical outcomes
- ↓ patient mortality
- ↓ wait times and better access to care
- ↑ productivity and efficiency
- ↓ costs
- ↓ adverse event

# EQUATION FOR HEALTH

*"An educated workforce  
+ a good work environment  
= high quality care"*

### 5.16. Evolution in the number of nursing graduates, selected OECD countries, 2003 to 2013 (or nearest year)



Source: OECD Health Statistics 2015, <http://dx.doi.org/10.1787/health-data-en>.



Professional  
associations

**MUST**

collaborate around  
common goals!

# ICN, STTI, EFN

- Unified voice for Nursing
- Value of Nursing
- Health
- Policy
- Leadership
- Collaborative Endeavors

# EFN & ICN URGE:

- Quality and safe care working conditions.
- Adequate and appropriate qualified nursing workforce.
- Strengthen and align curricula with patient/public needs.
- Engage nurses in the political and policy-making process.

*EFN, 22 January 2014*

# STTI and ICN

Convened a  
Nurse Faculty Migration Summit  
with support from Elsevier

*Nurs Outlook, 2014 JAN-FEB;62(1):16-21*

WHO

# Health Workforce 2030: A global strategy on human resources for health

[www.who.int/workforcealliance/knowledge/resources/strategy\\_brochure2014/en/](http://www.who.int/workforcealliance/knowledge/resources/strategy_brochure2014/en/)

# NURSING & MIDWIFERY

Towards the Development of WHO Strategic  
Directions for Nursing and Midwifery 2016-2020

*WHO 2015*

European Strategic Directions for Strengthening  
Nursing & Midwifery toward Health 2020 Goals

*WHO 2015*

# All-Party Parliamentary Group on Global Health (APPG)

*9 Jan 2016*

# APPG GOAL

How the UK can contribute to the development of nurses and nursing globally.

*APPG 2016*



# GLOBAL SHORTAGE

- 7.2 million health workers
- 2035 will increase to 12.9 million

*APPG 2016*

Need to enhance the role and capacity of nursing and midwifery globally.

*APPG 2016*



# ACTION PLAN

- Move evidence to action
- Leadership
- Resilience

*EFN, 22 January 2014*

Move evidence to action.

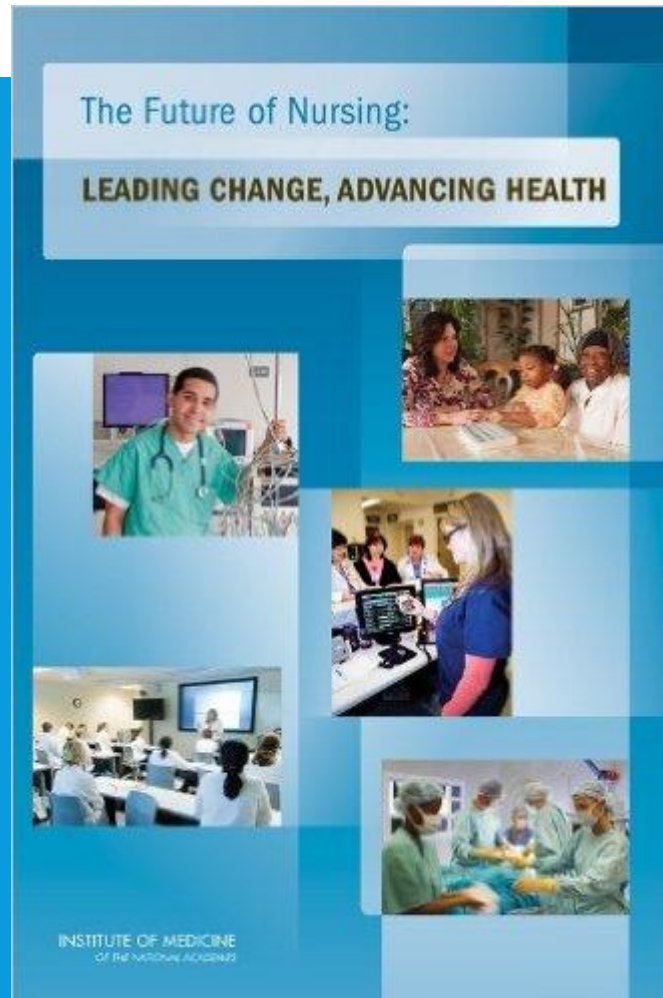


# GAPFON

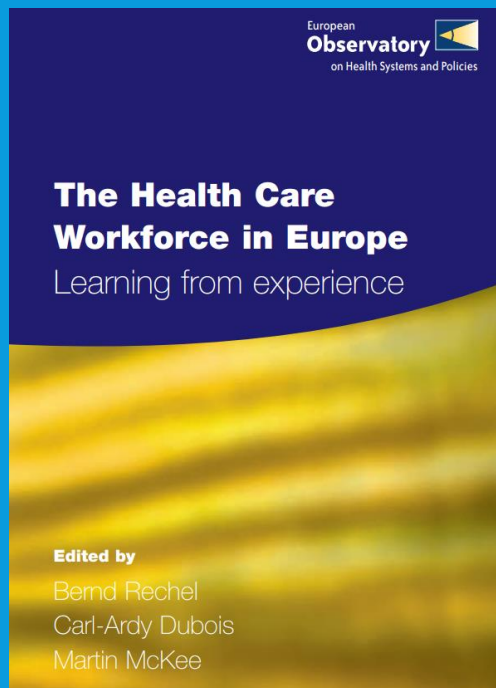
Global Advisory Panel  
on the Future of Nursing & Midwifery

*Bridging the gaps for health*

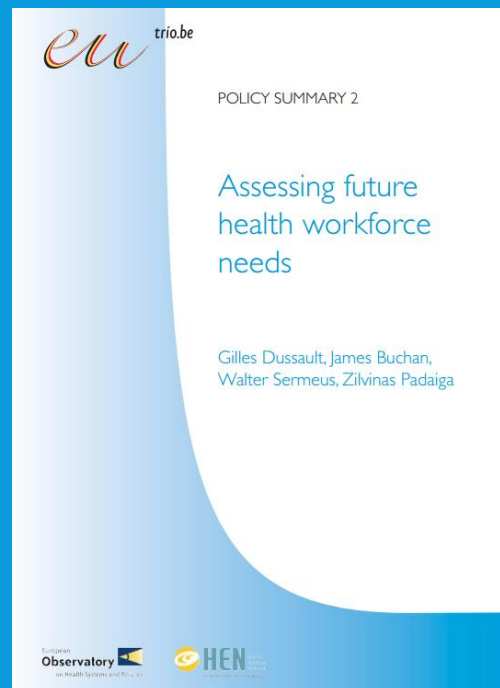
# IOM FUTURE OF NURSING



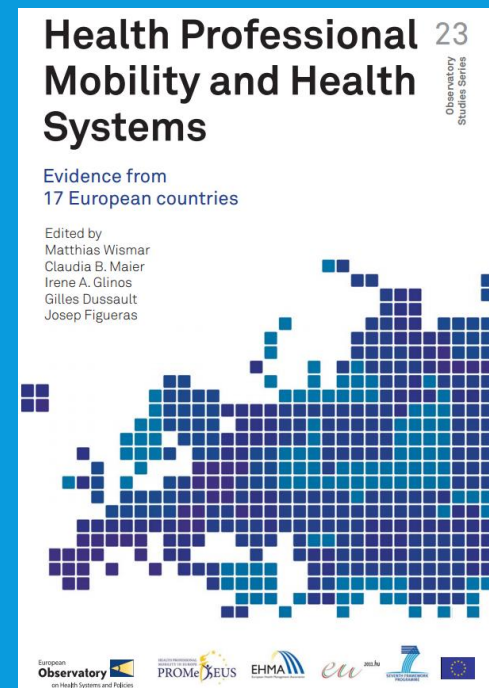
# EUROPEAN WORKFORCE OBSERVATORY



2006



2010



2011



# ↑ NUMBERS IS NOT ADEQUATE

- Rethink training models
- Focus on retention
- Review regulation
- Voice in policy
- Design effective solutions
- Need leaders

# BACKGROUND & SIGNIFICANCE

- Over 400,000 nurse leaders in formal leadership positions represent the largest group of health care managers in the U.S.
- 5,800 Chief Nurses in the US leading 3.1 Million Nurses
- 17,500 Chief Nurses globally leading 19 Million Nurses



# BACKGROUND & SIGNIFICANCE

- Yet, the influence of nurse leaders' personal, educational, and practice characteristics on patient outcomes has not been systematically and empirically examined
- The exception are a hand full of studies of nurse leaders leadership style on patient outcomes, mainly in the Canadian context
- The lack of empirical data linking nurse leaders to patient outcomes is problematic

# WHAT IS LEADERSHIP?



# WHAT IS THE ROLE OF THE NURSE LEADER?

**“A GOOD leader inspires  
people to have confidence  
in the leader,  
a GREAT leader inspires  
people to have  
confidence in themselves.”**

# SOLUTIONS

*Support Leaders*

*Develop Leaders*

*Be a Leader*

NEW YORK TIMES BEST-SELLING AUTHOR

JOHN C.  
MAXWELL

REVISED & UPDATED

10<sup>TH</sup> ANNIVERSARY EDITION



THE 21 IRREFUTABLE  
LAWS OF  
LEADERSHIP

FOLLOW THEM *and*  
PEOPLE WILL FOLLOW YOU

FOREWORD *by* STEPHEN R. COVEY

# THE LAW OF NAVIGATION

*Anyone can steer the ship,  
but it takes a leader to  
chart the course.*

*Maxwell, 2006*



# THE LAW OF PRIORITIES

*Leaders understand  
that activity is not  
necessarily  
accomplishment.*

# THE LAW OF ADDITION

*Leaders add value by  
serving others.*

*Maxwell, 2006*

# THE LAW OF EMPOWERMENT

*Only secure leaders  
give power to others.*

*Maxwell, 2006*

# THE LAW OF LEGACY

*A leader's lasting value is  
measured by succession.*

Maxwell, 2006

We have a responsibility to develop  
future leaders



Look for the potential in others.

“A leader’s role is to raise people’s aspirations for what they can become and to release their energies so they will try to get there.”

*David Gergen*

# TO INSPIRE



# ROBERTSON COOPER MODEL OF PERSONAL RESILIENCE





We live in a world of uncertainty,  
but leaders must act with confidence.

# CONFIDENCE

- ...provides a sense of security to others.
- ...justified confidence earns you the trust of others.
- ...protects you in situations of confrontation and challenge.



Actions are required  
to become an influential leader.



# Become an agent of change.



“Be the change that you wish to see in the world.”

*Mahatma Gandhi*

Embrace Failure  
as an opportunity  
for growth.

# Self-Care



# *DEWITT JONES*



Be the best leader */N* the world?



Instead...

Be the best leader *FOR* the world.