Intrapreneurial Nurse Managers: Transforming Workplaces

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Nurse Managers

What's their role?
How they make decisions?

Engage, Educate and Nurture Future Leaders
Data Collection Method

**Data Collection Method**

**Interview**
Nurse Managers

**Observations**

**Informal interviews with NM’s and nursing staff**

**Data Analysis**

**Interview**
NM’s office
Timeframe of 1 hour
Semi-structured interviews
AudioTape Recorded

**Events**
Senior Registered Nurses’ meeting
Executive meetings
Ward Staff Meeting

**Informal Interviews**
“Corridor”
CNM’s office
Decision making
Styles of Nurse Managers

• Striving to Manage

• Intrapreneurial

• Optimising Efficiency
Intrapreneurship vs Entrepreneurship
"This really is an innovative approach, but I'm afraid we can't consider it. It's never been done before."
Seek Support

“...they were all trying to fix it (rosters), now they’re realizing how hard it is to fix, and so we’ve had two Focus Groups, with as many people could come..really good for them all to talk as a group...and just canvas all the ideas.”
Strategise

P8

“...I told them what I had in my head, how I thought it would work .. You know how sometimes when you have an idea, it sounds really easy and simple and then it ends up at the end, not turning out to be anything like you first thought...obviously, I had to have them on the same page because I needed them to understand what I had in my head......”
“...I’ve relieved quite a few times now, in the Nursing Co-Director’s role, ... if the Nursing Co-Director’s role in the ... division came up, I would definitely consider applying...”
Look for further options

P6

“...we have to be mindful of that, in our decision making as well...we know that Emergency’s full, the hospital is full, they’re trying to discharge a patient and decisions have to be made about priorities, and whether Out-patient’s their priority...So, that’s something that we would take into account – that it’s a big hospital...”
Support mechanisms

- Mentoring system
- Management short courses
- Encouragement and support
Qualities of the Intrapreneurial nurses

• Highly self motivated
• Being willing to take risks
• Proactive
• Action oriented
• Great capacity for innovation and the risks associated with creativity
Intrapreneurship in action
Four generations

age is a factor...

generation Z
20’s

generation Y
30’s

generation X
40’s

baby boomer
50’s 60’s
Millennials and Generation Z

• Nurture Intrapreneurial Desire
• Early leadership opportunities
• Diversity
• Multitasking
• High level of flexibility
The future trend of Intrapreneurship

"At my desk!"
#workin'#thegrind
#workswag
#foreveryoung
"Well, yes, I knew that listening was crucial to being a good leader....

but I never knew that I was the one who had to do the listening."