Leading Interprofessional Practice Advancements: Critical Components of Influence
PRESENTERS

Deborah Cleeter Bailey, MSN, EdD

Rose Eva Constantino, PhD, JD, RN, FACFE, FAAN

Amy Cotton, MSN, APRN, FAAN

Pearl Cuevas, PhD, MAN, RN, FGNLA

Mary Catherine Rawls, MS, RN-BC, CNL, FGNLA

Kathy D. Wright, PhD, RN, GCNS-BC, PMNCNS-BC
Leadership Development & Relationship to Interprofessional Practice Advancements

Deborah Cleeter Bailey, MSN, EdD
Leading Interprofessional Practice Advancements

Future of healthcare is dependent upon:

• Leadership
• Performance
• Delivery of Care
• Educational Design
• Policy Development
Large Scale Improvements & System Change

- Move from incremental change perspective to large scale
- Focus on stakeholder engagement
- Balance of external and internal drivers for change
- Interprofessional design
- Multi-level execution
Leadership Development

- Individual
- Behavioral
- Developmental
- Context
- Relational
Behavioral Leadership Development

Knowing Self
Relationships
Influence
Performance
Outcomes
Influence in Context

Engage others in development

Immediate application of experiential learnings

Demonstrate behavioral change in real time

Role model and mentor others

Achieve measurable results within organizational culture
Gerontological Nursing

Leadership Academy Overview

Mary Catherine Rawls, MS, RN-BC, CNL, FGNLA
Needs Grow for Older Adults
Purpose

To prepare and position nurses in leadership roles in various health care settings to lead interprofessional teams in the improvement of health care quality for older adults and their families.
Academy History

Five cohorts:

• 2007 - 2008    Planning Grant
• 2008 - 2009    US
• 2010 - 2011    US
• 2012 - 2013    US
• 2014 - 2015    US & Canada
• 2016 - 2017    US & Philippines
Global GNLA Academy Participant Impact

Canada

Philippines

Gerontological Nursing Leadership Academy
Leadership Development Model

Self-awareness and Self-assessment
Behavioral Focus
Reflective Analysis
Relationship Foundation – Triads
Kouzes-Posner “Leadership Challenge”
Leadership Development Model

- Fellow
- GNLA Triad
- Leadership Mentor
- Faculty Advisor
Three Learning Domains

Individual Leadership Development

Advancing Nursing Practice through an Interprofessional Team Leadership Project

Expanding Scope of Influence:
- Organization, Community, Profession
Curriculum Overview

- Competitive selection
- 18 month guided leadership journey
- Two three-day immersion workshops
- Fellow & Leadership Mentor relationships
- Individual leadership development plan
- Self development
- Faculty consultation
- Facilitated site visits by the academy faculty
Curriculum Overview

Monthly faculty led learning activities & discussion groups

Design & implementation of interprofessional team leadership project

Journaling

Evaluation of experience and project

Dissemination of results

Professional presentations of project outcomes and experience
GNLA Fellowship Experience

Pearl Cuevas, PhD, MAN, RN, FGNLA
Fellowship is Life Changing
Living the Three Domains as a Fellow

Individual Leadership Development

Advancing Nursing Practice through an Interprofessional Team Leadership Project

Expanding Scope of Influence:
  Organization, Community, Profession
Personal Assessment & Commitment

Kouzes-Posner Leadership Practices Inventory – Self & 360

Strength Finders

Personal Interviews

Performance Review Data
Analysis & Planning

Gap Analysis

Triad Input

Individual Leadership Development Plan (ILDP)

Timeline for Action
Keys for a Successful Fellowship Experience

Self-awareness

Relationships – Leadership Mentor & Faculty Advisor

Support for Behavioral Change

Clarity about taking Risk in Changing Behavior

Believing that you can Change a System

Gaining Confidence
Sustainability & Ongoing Impact

Expectation of all Fellows

Organization, Community, and Profession

Intentional relationship building

Advance in formal education

Seek promotions and new positions
Influence through Mentoring

Rose Constantino, PhD, JD, RN, FACHE, FAAN
Influence through Mentoring

Mentoring for Leadership Development

Triad Relationships as Foundation for Development

Impact of Academy on Leadership Mentors
Leadership Development GNLA Fellow

“Triad” relationship between Faculty Advisor, Fellow, and Leadership Mentor

Integral in providing support and guidance during the Fellow’s leadership journey

Facilitating a Fellow in her development as an interprofessional leader
Impact of GNLA on Leadership Mentors

Self Awareness

Personal Gap Analysis

Parallel Leadership Development

Expanding Global Network

Transition from Content Focus to Leadership Development
GNLA Aggregate Outcomes

Amy Cotton, MSN, APRN, FAAN
Cohorts 1 – 5 Summary of Fellows by Setting

- **24 Fellows** in Acute Care
- **1 Fellow** in Adult Day Care
- **7 Fellows** in Community/Community Clinic
- **18 Fellows** in Long Term Care/Academic & Long Term Care
- **1 Fellow** in Long Term Care/Academic & Long Term Care
Number of Fellows by Cohort and Setting
Cohort 1 - Number of Fellows by Setting

- Acute Care: 7
- Adult Day Care: 1
- Community/Community Clinic: 1
- Long Term Care/Academic & Long Term Care: 1
- Multi-System: 1
Cohort 2 - Number of Fellows by Setting

- Acute Care: 5
- Adult Day Care: 4
- Community/Community Clinic: 3
- Long Term Care/Academic & Long Term Care: 3
- Multi-System: 3
Cohort 3 - Number of Fellows by Setting

- Acute Care: 7 Fellows
- Adult Day Care: 1 Fellow
- Community/Community Clinic: 3 Fellows
- Long Term Care/Academic & Long Term Care: 1 Fellow
- Multi-System
Cohort 4 - Number of Fellows by Setting

- Acute Care: 3
- Adult Day Care: 1
- Community/Community Clinic: 1
- Long Term Care/Academic & Long Term Care: 1
- Multi-System: 1
Cohort 5 - Number of Fellows by Setting

- Acute Care: 3 fellows
- Adult Day Care: 2 fellows
- Community/Community Clinic: 2 fellows
- Long Term Care/Academic & Long Term Care: 0 fellows
- Multi-System: 0 fellows
Cohort 1 – 5: Pre- and Post Leadership Practices Inventory Assessment
Boundary Spanning Impact

Cohorts represent leaders from across the health care continuum

Measurable leadership practice impact
- Increasing impact with each GNLA Cohort
Impact on Future Global Leadership in Advancement of Care for Older Adults

Kathy D. Wright, PhD, RN, PMHCNS-BC
Drivers Impacting the Future Advancement of Care for Older Adults

An ageing world and the demand for more efficient use of resources

75 million people will have dementia by 2030¹

Unhealthy interprofessional care providers

Dissemination of evidence-based care

Global health policy – Nursing’s role

How can we protect the health of the people who protect our own?

National Academy of Medicine
Action Collaborative on Clinician Well-Being and Resilience

Learn more at nam.edu/ClinicianWellBeing
Interprofessional Teamwork to Promote Good Self-care

Effective interprofessional teamwork starts with the leaders with us “Modeling the Way” to good health

This requires a high level of trust, respect, and willingness to focus on self-care

Creating a culture of wellness

The goal is to achieve optimal health outcomes by having a healthy interprofessional team
GNLA Fellows Influencing Advancements in Healthcare Around the World

Dissemination
- Adding Life to Years Project – improving cultural competency through patient centered care
  
  *United States*
- Depression in Older Adults Modules for Healthcare Professionals
  
  *Canada*
- AlwaysNever Care©
  
  *Global*
Nursing Leaders Influencing Healthcare Policy

- Professor Nicola Ryley, Chief Nursing Officer, Hamad Medical Corporation-Nursing Now Qatar

- Esther Beebwa, MNSc, BNSc as a nurse and an educator, Esther is a leader in improving health uncovering issues around health beliefs and diabetic food care in Uganda

- Kate Lorig, Dr.PH, Stanford Chronic Disease Self-Management Program adopted globally
Global Health Policy: Nurses’ Role

Learn the influences of social status on health to create sustainable health policy

Mentor colleagues across the boarders

Partner with patients - the power of the story

Invest in educating each other on health policy

Embrace diversity to promote innovative policy changes
What questions do you have?