

Globalization: Implications for Nursing and Nursing Research

Karen H. Morin, RN, DSN, ANEF
Professor, Director of PhD Program
President, STTI, 2009-2011

The Plan

- Personal and global leadership abilities
- Roles of Chief Nursing Officer in various countries
- Opportunities to influence policy at the international level



The Honor Society of Nursing Sigma Theta Tau International



Why should we talk about it?



- Professional need
- Societal need
- Organizational need
- Global health need

Millennium Development Goals Health Needs

- Goal 3: Promote gender equality and empower women
- Goal 4: Reduce child mortality
- Goal 5: Improve maternal health
- Goal 7: Ensure environmental sustainability



What is Leadership?







Personal Leadership

- Desire of an individual to take charge of his or her life
- Not a position or title
- Outlook on life and ones role in the world
- Commitment to balance, a sense of purpose and values

Source: Thomas, G. (2002). Just what is personal leadership. *weLEAD Online Magazine*

Personal Characteristics

- Accountability
- Courage
- **Humility**
- Integrity
- Creativity
- Perseverance
- Well-being

Source: Hirzel, R. (2003). Leadership is personal

Leadership

- "Leadership is the ability to articulate a vision, to embrace the values of that vision, and nurture a positive environment where **everyone** can reach the organization's goals and their **own** personal needs" Source: Thomas, G. L. (2001). Where have all the leaders gone? *weLead Online Magazine*
- "The process by which ordinary people bring forth the best in themselves and in others" Kouzes & Posner (2007)
- "Leadership comes from the authority of the field" Angela Barron McBride

Transformational Leadership

- Style of leadership
 - Identifies need for change
 - Crafts a vision
 - Carries out the vision with commitment
- Inspire others to achieve
- "Connects with the very soul of the organization and honors its humanity" (Marshall, 2011, p. 3)

Transformational Leadership

- “means moving a profession, an institution, or some aspect of health care down a new path with different expectations, structures, and ways of conceptualizing how the mission can be achieved in light of changing conditions” (McBride, 2011, p. 179)

Transformational Leadership

- ▶ Never require a follower to do something I wouldn't do myself
- ▶ They know what I stand for
- ▶ Inspiring others comes easily
- ▶ My enthusiasm and positive energy are infectious
- ▶ Attentive to their needs
- ▶ Delegate to expand followers' skills
- ▶ Team creativity and innovation
- ▶ Challenge followers to question most basic way of thinking

<http://www.psychologytoday.com/blog/cutting-edge-leadership/200903/are-you-transformational-leader>

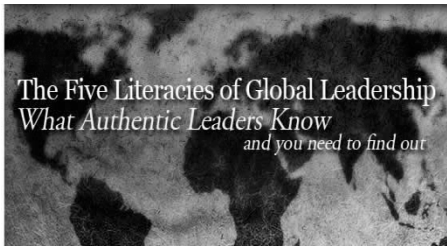
“You are free to choose, but the choices you make today will determine what you will have, be and do in the tomorrow of your life”
Zig Ziglar



Five Minds for the Future

Gardner, H. (2006).

- Disciplined
 - Mastery of major schools of thought
- Synthesizing
 - Integrate ideas from different disciplines
- Creating
 - Uncover and clarify new problems
- Respectful
 - Appreciation of differences among human beings
- Ethical
 - Responsibilities as a worker and citizen




Hames, R. D. (2007). *The five literacies of global leadership. What authentic leaders know and you need to find out*. San Francisco, CA: Jossey-Bass

Five Literacies

- Networked intelligence
- Futuring
- Strategic navigation
- **Deep design**
- Brand resonance



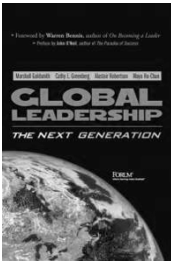
Iceberg Model of Strategic Thinking



Level of Conversation	Questions	Enables
Events	What has happened?	Reaction
Patterns & Trends	What has been happening?	Anticipation
Structural Dynamics	What are the forces in play? Why? What are the drivers of this behavior?	Design
Worldview	What is it about our thinking that allows this to endure?	Remodeling
METALANGUAGE	What is the code that compels us to see and explain the world this way?	TRANSFORMATION

Figure 11.1, p. 287

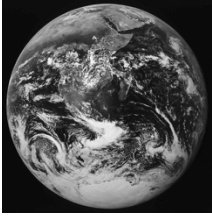
Global Leadership



- Thinking globally
- Appreciating cultural diversity
- Developing technological savvy
- Building partnerships and alliances
- Sharing leadership

Goldsmith, M., Greenberg, C. L., Robertson, A., & Hu-Chan, M. (2003). *Global leadership. The next generation*. Upper Saddle River, NJ: Prentice Hall

Thinking globally



- "Lived in a different culture and country" (p. 11)
- Language skills
- Appreciation of laws, regulations
- Global trends observer

Appreciating diversity



- Cultures
- Customs
- Generations
- Language nuances

Developing Technological savvy



Building partnerships

- Creating trust
- Keeping positive
- Necessary components
 - Belief
 - Trust




World Health Organization



T.I.G.E.R.



3 Arista
Nurses and Health: A Global Future




WANS
World Academy of Nursing Science



International Council of Nurses
Consejo Internacional de Enfermeras
Conseil International des Infermieres

Sharing leadership

- Maximizing talent
- Valuing collaboration
- Fostering teams
- Arrive at mutual outcomes
- Focus on larger good



Essential Attributes


<ul style="list-style-type: none"> ▪ Global perspective of health care & nursing ▪ Cultural sensitivity ▪ Political wisdom ▪ Collaborative and team building abilities ▪ Systems citizenship ▪ Fostering quality & safety 	<ul style="list-style-type: none"> ▪ Appreciation of complexity ▪ Use of evidence to make decisions ▪ Commitment to informing policy ▪ Inspire a shared vision ▪ Ability to deal with competing tensions
---	---

Country Chief Nursing Officers

- Wales
- Australia
- Canada
- United States
- Samoa
- Singapore
- New Zealand


Wales

- Dr. Jean White
- Inform policy development
- Support policy implementation
- Participate in policy evaluation
- Lead on nursing specific policy issues
- Maintain links with nursing colleagues beyond borders




Australia

- Ms. Rosemary Bryant
- Build / strengthen nursing profession as a career of choice
- Develop strategic & collaborative approach to national nursing policy
- Provide advice on key Gov't commitments
- Contribute to Maternity Services Review
- Development of primary care strategy



United States


- RADM Kerry Nessler
Assistant Surgeon General
Chief Nurse Officer; Director,
Office of Global Health Affairs,
US DHHS, HRSA



- Advises Surgeon General
- Nurse Professional Advisory Committee (NPAC)
- Professional community

Canada

- J. Shamian, PhD, RN, FAAN
- Former CNO [1999-2004]



- Role: "provides unparalleled opportunity to build and shape public policy and health"
- "Also provides an platform to together with nursing and health care community, while providing insight to others on the values of the role of nursing"

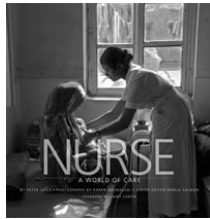
Role of CNO

- Provides advice to government
- Participates in policy development
- Participates in government agenda
- Provides access to decision makers
- Participates in agenda setting
- Retains authority
- Is the visible face of nursing for a nation
- Is a unifying voice for diverse interests and roles
- Provides and promotes nursing leadership

Judith Shamian ppt

Opportunities

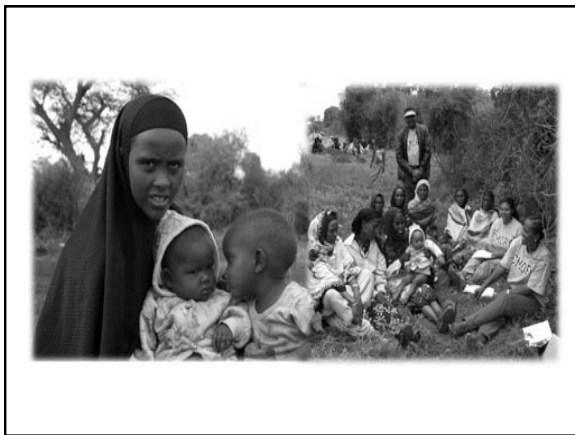
- WHO
 - UWM DNP student project
 - Chief Nurse Scientist vacancy
- UN
 - STTI affiliate status as NGO
- ICN



In Summary









- Karen H. Morin, RN, DSN, ANEF
- President, STTI 2009-2011
- Professor, Director of PhD Program
- University of Wisconsin-Milwaukee
- Khmorin@sbcglobal.net
- 414.229.5503
