

Leadership in nursing – a global approach

HJU801F

4 ECTS

This is a Nordplus course on nursing leadership provided at the University of Iceland, Faculty of Nursing, 20th-23rd 2014, in collaboration with the University of Minnesota.

The course is a graduate level course for MSc, DPN and PhD students coming from Riga Stradins University, Latvia; Karlstad University and University of Lund, Sweden; University of Iceland; and, University of Minnesota, United States. The course content refers to both national and international nursing and health care and includes material and discussions on nursing leadership, the image of nurses, new advanced roles of nurses in health care and entrepreneurship in nursing. Course participation includes getting acquainted with the nursing leadership literature, scholarly presentations, student paper presentations, discussions, group work, and field trips to different health care facilities in Iceland.

Course objectives/learning outcomes:

At the completion of the course, the student will be able to:

1. Apply Cultural Transformation Theory and BASE of Nursing theory to their own nursing practice to promote partnership-based health care.
2. Analyze the unique contributions nurse leaders can make at the national and international level.
3. Describe the elements of effective faculty-student research.
4. Describe emerging roles of nurse entrepreneurs and advanced practice nurses related to global health care.
5. Describe and reflect on the meaning of systematic quality and safety assurance in patient-related leadership for the advanced nurse.
6. Describe and analyze team work with a focus on the advanced nurse's patient-related leadership.

Course coordinators and Professors participating in the course:

Hildur Sigurðardóttir, *Assistant Professor, International Coordinator*, University of Iceland, Iceland hildusig@hi.is

Helga Bragadóttir, *Associate Professor*, University of Iceland, Iceland helgabra@hi.is

Erla Kolbrún Svavarsdóttir, *Professor*, University of Iceland, Iceland

Teddie Potter, *Professor*, University of Minnesota, School of Nursing, U.S.A.

Tom Clancy, *Professor*, University of Minnesota, School of Nursing, U.S.A.

Dean, Connie Delaney, *Professor*, School of Nursing, U.S.A.

Ann Garwick, *Professor*, University of Minnesota, School of Nursing, U.S.A.

Mary Jo Kreitzer, *Professor*, University of Minnesota, School of Nursing, U.S.A.

Marie Manthey, *Heritage Committee*, University of Minnesota School of Nursing, U.S.A.

Karin Ekholm, *Lecturer*, Karlstad University, Sweden.

Jan-Åke Hansson, *Assistant Professor*, University of Lund, Sweden.

Kristaps Circenis, *Assistant Professor*, Riga Stradins University, Latvia.

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The course program and cultural activities:

Monday 19th of May.

11-14	<i>Cultural activities and mingling of students and faculty (Field trip to The Blue Lagoon). The bus leaves from Eirberg, Faculty of Nursing, Eiriksgata 34. Please be in the entrance hall of Eirberg no later than 10:40. The bus will also pick up guests staying at Hotel Saga.</i>	Gestamóttakan (phone # 354 551-1730) and Hildur Sigurðardóttir
16-18 Eirberg 101-103	<i>Welcome reception and mingling of students and faculty at the Faculty of Nursing.</i>	Inga Þórsdóttir, Kristín Ingólfssdóttir, Ingibjörg Þórisdóttir and Erla Kolbrún Svavarsdóttir
18-20 Eirberg	<i>Marie Manthey's Nursing Salon</i>	Marie Manthey and Teddie Potter

Tuesday, May 20th

9:00-9:20 Háskólatorg 103	Course introduction	Helga Bragadóttir Hildur Sigurðardóttir
9:20-9:50 Háskólatorg 103	The BASE of Nursing Practice, Promoting Nurses as Full Partners in Interprofessional Practice.	Teddie Potter
10:00-10:30 Háskólatorg 103	Nurturing the Nurse Entrepreneur.	Tom Clancy
10:40-11:50 Háskólatorg 103	Student presentations and discussions on innovative / new roles of advanced practice nurses in Latvia, US, Sweden, Iceland (each group has 15 min for presentation (max 8 min) and discussion (7 min)). Closure and preparation for visits (10 min). (See guidelines for the projects page 7-8)	Helga Bragadóttir Kristaps Circenis Karin Ekholm Jan-Åke Hansson Teddie Potter
12- 13:15	<i>Lunch – at student's café at Háman Háskólatorg (light refreshments – at own cost)</i>	
13:30-14:30	Field trips to healthcare facilities in the capital area of Reykjavík – see schedule page 4).	Helga Bragadóttir and Icelandic students

Wednesday May 21st

9:00-9:30 Háskólatorg 103	Nursing Leadership at the National Level.	Dean Connie Delaney
9:35-10:05 Háskólatorg 103	Leadership through International Research Partnerships.	Ann Garwick and Erla Kolbrún Svavarsdóttir
10:10-10:40 Háskólatorg 103	Integrative Nursing	Mary Jo Kreitzer

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May 21st 10:50-12:00 Háskólatorg 103	Student presentations and discussions on the image of nurses and nurses in the media in Sweden, Iceland Latvia, US , (each group has 15 min for presentation (max 8 min) and discussion (7min)). Closure and preparation for visits (10 min) (See guidelines for the projects page 7-8)	Helga Bragadóttir Jan-Åke Hansson Karin Ekholm Kristaps Circenis Teddie Potter
12:00-13:00	<i>Lunch – at student´s café at Háman Háskólatorg (light refreshments – at own cost)</i>	
13:30-14:30	Field trips to healthcare facilities in the capital area of Reykjavík – see schedule page 5).	Helga Bragadóttir and the Icelandic students

Thursday May 22nd

9:00	Departure for a field trip to Reykjalundur Rehabilitation Center in Mosfellsbaer . The bus leaves from Eirberg, Faculty of Nursing, Eiriksgata 34. Please be in the entrance hall of Eirberg no later than 8:50.	Gestamóttakan (<i>phone # 354 551-1730</i>) and Hildur Sigurdardóttir
9:30-11:30	Reykjalundur – visit and introduction to the Rehabilitation Center.	Lára M. Sigurðardóttir, the director of nursing at Reykjalundur
11:30-12:30	<i>Lunch at the staff cafeteria Reykjalundur (light refreshments – at own cost)</i>	
12:30-19	<i>Cultural activities and mingling of students and faculty (Golden Circle Tour to Thingvellir, Geysir and Gullfoss)</i>	Gestamóttakan (<i>phone # 354 551-1730</i>)
19-	<i>Dinner at Fjörubordid, Stokkseyri (at own cost)</i>	Gestamóttakan

Friday, May 23rd

9:00-9:20	Introduction	Karin Ekholm
9:30-10:30 Eirberg 205	Students work in cross cultural groups, discussing the following: - Describe and reflect on the meaning of systematic quality and safety assurance in patient-related leadership for the advanced nurse. - Describe and analyze team work with a focus on the advanced nurse's patient-related leadership.	Karin Ekholm Jan-Åke Hansson Kristaps Circenis Teddie Potter
10:00-11:10 Eirberg 205	Student groups presentation and discussions	Karin Ekholm
11:30	<i>Departure to a field trip to Town of Hveragerdi and the NLFÍ Spa and Medical Clinic in Hveragerdi. The bus leaves from Eirberg, Faculty of Nursing, Eiriksgata 34. Please be in the entrance hall of Eirberg no later than 11:20.</i>	Gestamóttakan (<i>phone # 354 551-1730</i>)
12:00-12:30	<i>Lunch at the NLFÍ cafeteria (light refreshments – at own cost)</i>	

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May 23rd 12:30- 13:45	Introduction to the Spa and Medical Clinic, NLFÍ in Hveragerdi	Margrét Grímsdóttir
14-16	<i>Field trip to The Icelandic Horticulture College Cultural activities and mingling of students and faculty (Visit to the hot springs are in Hveragerdi)</i>	Gestamóttakan (<i>phone # 354 551-1730</i>)

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Schedule of field-trips to institutions, 20th -21st of May

Tuesday 20th: Information on institutions, contact persons and names of students/faculty:

Clinical placement/institutions:	Contact persons:	Names of students/faculty:
<u>Leiðarljós</u>	Bára Sigurjónsdóttir	
(A resource center for families of children with rare and serious chronic diseases)	bara@leidarljos.com	Amanda Jacobsen
Austurströnd 3, 170 Seltjarnarnesi		Vika Piļušenko
phone # 561-1112, 561-6565 and 561-1116		Stefanie Hafermann
		Amy LaValla
		Heiða Davíðsdóttir
		Ragnheiður Guðmundsd.
<u>Heilsugæsla höfuðborgarsvæðis</u>	Þórunn Ólafsdóttir	
(Primary health care of the Capital Area)	thorunn.olafsdottir@heilsugaeslan.is	
<u>Grafarvogi</u>	Sigríður Brynja Sigurðardóttir	Charlotte Cullefors
Spönginni 35, 112 Reykjavík	sigridur.brynja.sigurdardottir@heilsugaeslan.is	Marie-Louise Olsson
phone# 585 7600		Malin Isberg
		Emmy Nilsson
		Emma Millbourn
		Lára B. Björnsdóttir
<u>Glæsibær</u>	Sigrún K. Barkardóttir	
Álfheimum 74, 104 Reykjavík	phone: 821-2240	Aleksandra Peredrijeva
Phone# 599-1300	sigrun.barkardottir@glaesib.hg.is	Jeļena Kuzņecova
		Jean Carraher
		Karen Arndt
		Kathleen Swanson
		Eyrún Thorstensen
<u>Garðarbæ</u>	Helga Sæunn Sveinbjörnsdóttir	
Garðartorgi 7. 210 Garðarbæ	helga.saeunn.sveinbjornsdottir@heilsugaeslan.is	
phone.:520-1800		Elizabeth Rodgers
		Caitlin Braithwaite
		Kristin Swartz
		Nikki Siddons
		Sara Damerow
		Guðlaug Erla Vilhjálmsdóttir

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Sóltún (nursing home)	Anna Birna Jensdóttir	
Sóltúni 2, 105 Reykjavík s. 590 6000	annabirna@soltun.is	Jan-Åke Hansson
	Phone: 590 6000	Kristaps Circenis
		Jeļena Kuzņecova
		Kathryn Koehne
		Guðrún Árný Guðmundsd.
		Ingibjörg Guðmundsd.
		Guðrún Yrsa Ómarsd.
Grund (nursing home)	Sigrun Faulk mussa@grund.is	
Hringbraut 50, 101 Reykjavík	phone # 530-6188	Caroline Simonsson
phone # 530-6100		Anna Ribakova
		Julie Kennedy Oehlert
		Ása Eriksson
		Auður Sesselja Gylfadóttir
		Ásta S. Stefánsdóttir

Wednesday 21st: Information on institutions, contact persons and names of students/faculty:

Clinical placement/institutions:	Contact persons:	Names of students/faculty:
Mörkin (nursing home)	Ragnhildur Hjartardóttir	
Suðurlandsbraut 66, 108 Reykjavík	ragnhildur.hjartardottir@morkin.is	Marie-Louise Olsson
phone# 560-1700	phone# 560-1703	Vika Piļušenko
		Stefanie Hafermann
		Amy LaValla
		Elín Hilmarsdóttir
		Hanna Johansen
Miðstöð foreldra og barna (“Attachment therapy for parents and infants”)	Stefanía Arnardóttir	
Síðumúla 6, 108 Reykjavík	stefar@hi.is	Charlotte Cullefors
phone# 426 5200	Sæunn Kjartansdóttir	Anna Ribakova
fyrstutengsl@fyrstutengsl.is	saeunn@simnet.is	Kathleen Swanson
		Kristin Swartz
		Nikki Siddons
		Björk Bragadóttir
		Laufey Ólöf Hilmarsdóttir
		Olga B. Bjarnadóttir

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Sinnum (A nurse – led home- and respite care for elderly, disabled or people with long term health problems)	Eygló Ingadóttir eyglo@sinum.is phone # 770-2225	Caroline Simonsson Karin Ekholm
Holtsbúð 87, 210 Garðarbær		Jan-Åke Hansson Jean Carraher Elizabeth Rodgers Caitlin Braithwaite Anna Día Brynjólfssdóttir Helga Bragadóttir
Samfélagsteymi Geðsviðs Landspítala (A district psychiatric clinic providing care based on the theory of an assertive community treatment)	Guðbjörg Sveinsdóttir gudbsvei@landspitali.is	Ása Eriksson
Reynimel 55, 107 Reykjavík phone# 543 4643	Magnús Haraldsson	Malin Isberg Kristaps Circenis Aleksandra Peredrijeva Karen Arndt Julie Kennedy Oehlert Kristín Svansdóttir Þórdís Guðnadóttir
Barnspítali Hringins Landspítala (University children's hospital)	Rakel Björg Jónsdóttir rakelbjo@landspitali.is Sími: 543 3770 Gsm: 825 3704 Elísabet Konráðsdóttir elisakon@landspitali.is Sími:543 3508 Gsm: 824 5663	Amanda Jacobsen Karin Ekholm Jeļena Kuzņecova Kathryn Koehne Emmy Nilsson Sara Damerow Emma Millbourn Lára B. Björnsdóttir Guðrún Árný Guðmundsd

All introductions at clinical facilities will be in English except the health care center Grafarvogur, which will be in Scandinavian language

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Guidelines for projects on advanced roles of nurses (1) and the image of nurses in the media (2)

Each student selects to work on either assignment 1 or 1 described below (*Suggestion: Minnesota´s; Icelandic and Swedish students: one group of each; Latvia students choose either 4HB or 5HB*). The assignments include individual work, group work and presentations.

Professors from each country can adapt the projects to their group of students.

1. Innovative / new roles of Advanced Practice Nurses in your country

- a. **Individual work:** Each student works individually looking into their own country's health care system, analyzing the roles of nurses, how they appear to them today and in the future. The project should be based on newly published references focusing on the potential of innovations for advanced practice nurses in the country. Each student finds and makes an annotated bibliography (AB) of five sources defining new/important roles of nurses/clinical nurse specialists. The assignment should include a brief summary on the importance of the development of the nurse's new role/roles, what kind of demands or challenges they evoke for them, what they do involve and how they can be utilized for patients, the health care system and the whole society. The AB for each reference should be limited to maximum of 200 words and the summary of maximum 500 words. The AB and the summary along with a list of references should be returned to your professor before April 15th.

In brief, for this part of the project, the student should focus on: What are the defined roles of nurses/nursing? What demands or challenges do the nursing roles include or evoke? What do the roles of nursing involve and how can they best be utilized for the clients, the health care system and the whole society?

- b. **Group work.** The group work involves preparing a 10 minutes power point presentation on new roles of nurses/clinical nurse specialist/advance practice nurses in your health care system. Students refer to sources they used in their individual papers (part a. of the project) as well as reading material provided by the professors. The group has to agree on how the presentation is carried out on May 20th. Power point slides should be turned in, by e-mail, to your professor for review by May 8th. The group should then receive them back with comments by May 14th. On May 20th every group/country will present their project to their colleagues attending the course (U.S.A; Iceland; Sweden; Latvia). The presentation should be in English.

2. The image of nurses and nursing in the media in your country.

- a. **Individual work.** Each student works individually on a paper focusing on the image of nursing and nurses in their countries local press/media. The paper includes examples from the media and a critical analysis, reflection and comparison to what newly published peer reviewed references (empirical studies etc.) identify on the matter. Each student should report on 3

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recent examples from their local/national media (maximum of 200 words). The student finds and uses at least 4 valid sources (peer reviewed), writes an annotated bibliography (AB) from each of them as well as a summary where the reality of the nurse's image in their sociality is reflected by the literature. The AB for each source should include maximum of 200 words and the summary 500 words. The AB and summary along with a list of references should be returned to the professor by April 15th.

In brief, for this part of the project, the student should focus on: How does the image of nurses appear in the local media? What do you find on nurses image in the literature?

Compare the different sources and discuss how this effects nursing and the image of nurses.

- b. Group work.** The group work involves preparing a 10 minutes power point presentation on new roles of nurses/clinical nurse specialist/advance practice nurses in your health care system. Students refer to sources they used in their individual papers (part **a.** of the project) as well as reading material provided by the professors. The group has to agree on how the presentation is carried out on May 21th. Power point slides should be turned in, by e-mail, to your professor for review by May 8th. The group should then receive them back with comments by May 14th. On May 21th every group/country will present their project to their colleagues attending the course (U.S.A; Iceland; Sweden; Latvia). The presentation should be in English.

Suggestion on group work (A requirement for the Icelandic students):

1 group leader who is the group coordinator and keeps track of the group work and collaboration, including activating every individual of the group/finding a role for everyone. This role involves practicing leadership, organization and coordination.

2-3 students analyze and define the main themes from the individual projects and prepare the first draft of the presentation (in English). This role involves practicing analytical skills and integration of the material.

1-2 students review the presentation (in English). This role involves practicing critical review skills of content and set up of the presentation.

2 students present the project in English in class on May 20th or 21st. This role involves practicing verbal presentation and responding to questions/discussions.

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Guidelines for student group work on Friday May 23rd 2014

Students are divided into the 5 cross-cultural groups where they discuss a given topic (see table below) and prepare a brief summary to share with the class. The focus of each topic relates to the learning outcomes # 5 and 6 for the course.

At the completion of the group work, the student will be able to:

5. Describe and reflect on the meaning of systematic quality and safety assurance in patient-related leadership for the advanced nurse.

6. Describe and analyze team work with a focus on the advanced nurse's patient-related leadership.

Students have been divided into the following 5 groups, each group assigned to a certain topic to work on – (e-mails might give students opportunity to connect and prepare themselves for the group work):

Group number:	Names of students and e-mails:	Topic
1	Vika Pīļušenko 002449@rsu.edu.lv Åsa Eriksson fagelvikslund@gmail.com Charlotte Cullefors lotta.cullefors@gmail.com Stefanie Hafermann dame0023@umn.edu Kristin Swartz swar0092@umn.edu	How can nurses support teamwork and focus on person-centered care?
2	Anna Ribakova ann.ribakova@gmail.com Caroline Simonsson Caroline901128@msn.com Emmy Nilsson emmyhnilsson@gmail.com Kathleen Swanson swan1817@umn.edu Amy LaValla laval053@umn.edu	What skills do nurses need to be effective members of inter-professional teams?
3	Jeļena Kuzņecova 002447@rsu.edu.lv Amanda Jacobsen Jacobsen.a@hotmail.com Jean Carraher carr0036@umn.edu Elizabeth Rodgers marti990@umn.edu Nikki Siddons siddo013@umn.edu	How can nursing leaders develop global partnership for health?
4	Aleksandra Peredrijeva 001911@rsu.edu.lv Malin Isberg malin.isberg.120@student.lu.se Karen Arndt arndt211@umn.edu Julie Kennedy Oehlert kenn0327@umn.edu Sara Damerow dame0023@umn.edu	How can nurses promote quality and safety in different health care organizations?
5	Marie-Louise Olsson molle68@telia.com Emma Millbourn emillbourn@gmail.com Kathryn Koehne koehne047@umn.edu Caitlin Braithwaite polgr005@umn.edu	How can nursing leaders create an organizational culture where quality and safety are everyone's responsibility?

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List of references suggested

New / Advanced practice roles of nurses

Oddsdóttir og Sveinsdóttir (2011). The content of the work of clinical nurse specialists described by use of daily activity diaries

Donald o.fl. (2013). A systematic review of the effectiveness of advanced practice nurses in long-term care.

Joynt og Kimball (2008). Innovative care delivery models: identifying new models that effectively leverage nurses.

Spross o.fl. (2004). *Working statement comparing the clinical nurse leader and clinical nurse specialist roles: similarities, differences and complementaries.*

Ott o.fl. (2006). *Working statement comparing the clinical nurse leader and nurse manager roles: similarities, differences and complementaries.*

The image of nurses and nursing in the media

Rezaei-Adaryani o.fl. (2012). Nursing image: an evolutionary concept analysis.

Stanley (2008). Celluloid angels: a research study of nurses in featured films 1900-2007.

Kelly o.fl. (2011). The image of you: constructing nursing identities in YouTube.

Kalisch, B.J., Begeny S. og Neumann, S. (2007). The image of nurses on the Internet. *Nursing Outlook*, 55(4), 182-188.

See also <http://www.truthaboutnursing.org/>

Other reading material related to this content which the Icelandic students use in their course

Porter-O'Grady, T. og Malloch, K. (2011). *Quantum leadership; a textbook of new leadership* (3. útg.). Boston, MA: Jones and Bartlett Publishers.

Rigolosi, E.L.M. (2005). *Management and leadership in nursing and health care. An experiential approach* (2. ed.). New York: Springer Series on Nursing Management & Leadership, chapter 1.

Crowell, D.M. (2011). Leadership in complex nursing and health care systems. In A.W. Davidson, M.A. Ray og M.C. Turkel (ritstj.), *Nursing, caring, and complexity science: for human-environment well-being*. New York: Springer Publishing Company.

Cummings, G.T. o.fl. (2010). Leadership styles and outcome patterns for the nursing workforce and work environment: systematic review.

Melnik, B.M., Fineout-Overholt, E., Stillwell, S.B. og Williamson, K (2010), chapter 7. In Porter-O'Grady T. og Malloch, K. (ed.), *Innovation leadership. Creating the landscape of health care*. Boston: Jones and Bartlett Publishers.

RNAO (2013). *Developing and sustaining nursing leadership best practice guideline* (2. útg.).

<http://rnao.ca/bpg/guidelines/developing-and-sustaining-nursing-leadership>

American Nurses Association (2012). The value of nursing care coordination.

<http://www.nursingworld.org/carecoordinationwhitepaper>

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Selanders og Crane (2012). The voice of Florence Nightingale on advocacy.

<http://nursingworld.org/MainMenuCategories/ANAMarketplace/ANAPeriodicals/OJIN/TableofContents/Vol-17-2012/No1-Jan-2012/Florence-Nightingale-on-Advocacy.html>

Huston, C.J. (2008). Eleven strategies for building a personal power base. *Nursing Management*, 39(4), 58-61.