PNA Directions: The Criticality of Leadership Development in PNA Today







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October 17, 2017

Key words

CRITICALITY

- The fact of being extremely important’

  (The Cambridge Advanced Learner’s Dictionary and Thesaurus)

- Crucial importance

  (English Oxford Living Dictionaries)

LEADERSHIP - the art of motivating a group of people to act towards achieving a common goal.

https://www.thebalance.com/leadership-definition-2948275

LEADERSHIP DEVELOPMENT - is defined as a program or activity that makes people become better **leaders**

https://www.google.com/search?q=leadership+development+defined&ie=utf-8&oe=utf-8&client=firefox-b&gfe_rd=cr&dcr=0&ei=PJvjWbaLG63D8AeVn7n4CQ

- estimated 43 million global health workers (2015); 9.8 million physicians and 20.7 million nurses/midwives

http://www.who.int/gho/health_workforce/en/

- 200,000 registered nurses are working different jobs far from health work
- 500,000 registered nurses who are working both in the government and private hospitals.
  (PNA data)

(Manila Times, May 17, 2016)

FOCUS

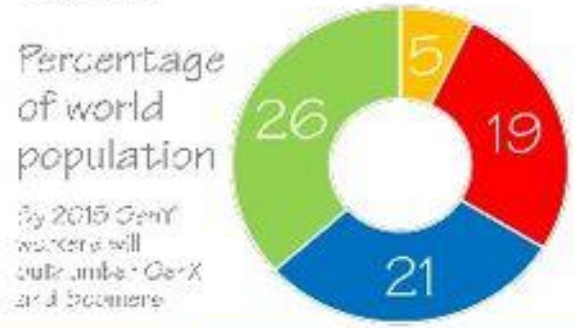
1. The importance of leadership development in nursing;
2. The types or kinds of leadership skills/competencies needed today to face up with the challenges of the time; and,
3. The directions PNA is taking to address the criticality of leadership development.

engaging four generations

Each generation has distinct attitudes, behaviours, expectations, habits and motivational buttons

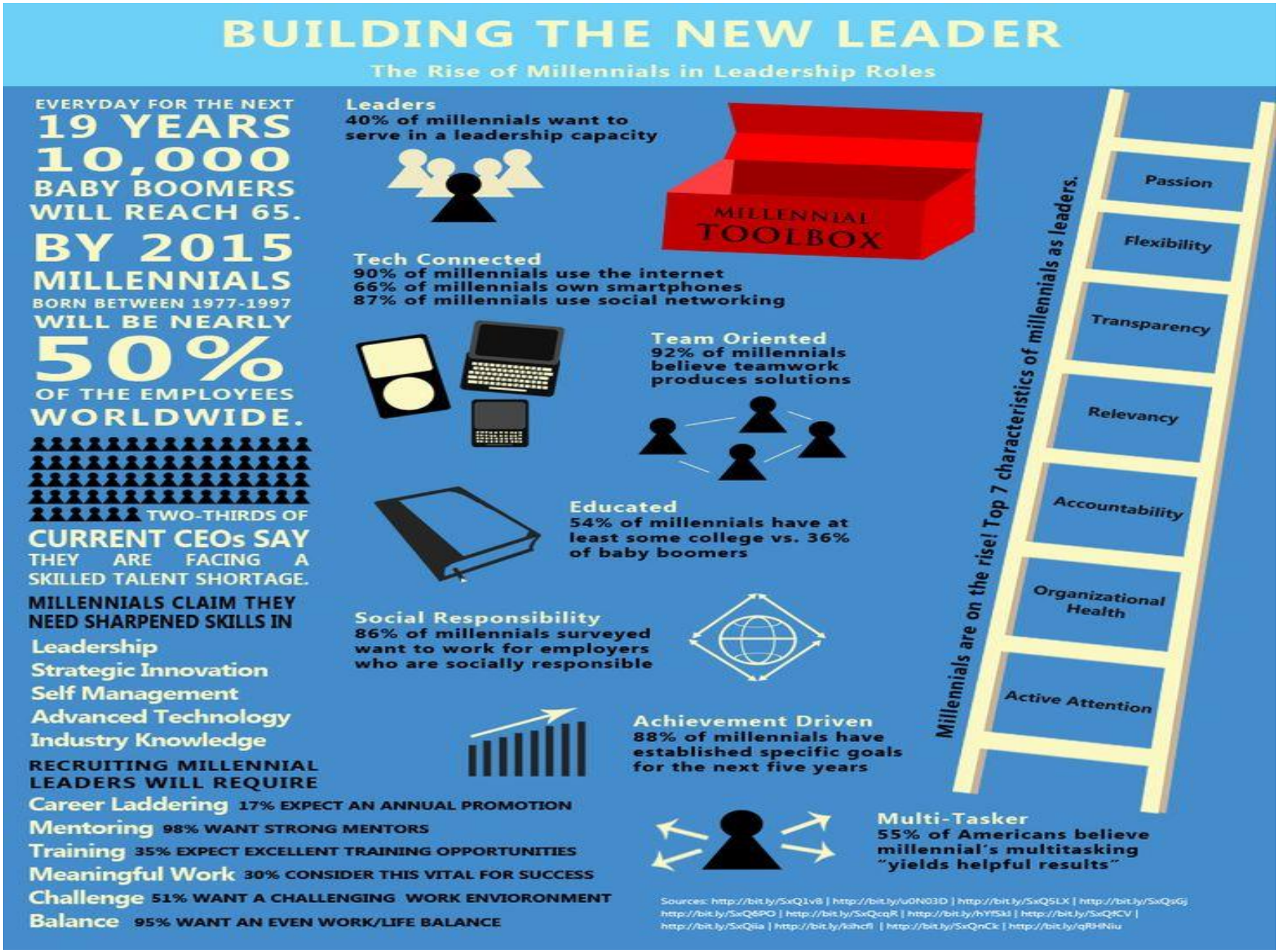
Remember that generalizations about generations are just that. Age defines a demographic, not a person.

For the first time in history we have four generations working together



Traditionalists	Baby Boomers		Generation X	Generation Y
1922-1943	1944-1964		1965-1977	1978-1995
Characteristics				
Pay cash	Buy now, pay later	£	Save, save, save	Earn to spend
A dream	A birth right		A way to get there	An incredible expense
Traditional/nuclear	Disintegrating		Latch-key kids	Merged families
Discipline, conformity	Optimism, involvement	Values	Sceptical, fun, informality	Realism, confidence, extreme fun, social
Formal	Business casual (high end)		Business casual (low end)	Whatever feels comfortable

https://i.pinimg.com/736x/28/77/ab/2877abc9224fdd3bcb9df55499240878--workforce-management-generation-gap.jpg



https://i.pinimg.com/736x/cd/15/38/cd153802b52dc4d5e91ab63c0db10dee--nursing-leadership-leadership-traits.jpg

"….In today's ever-changing health care environment, nurses, especially administrators and managers, require leadership skills that provide direction for a new generation of nurses.

Currently, there is a shortage of nurses globally. Along with this shortage of nurses, there is a shortage of nurse leaders.

The importance of cultivating new nursing leaders is imperative for a healthful society. Gaining knowledge to become an effective nurse leader is one way to ensure quality health care for the future."

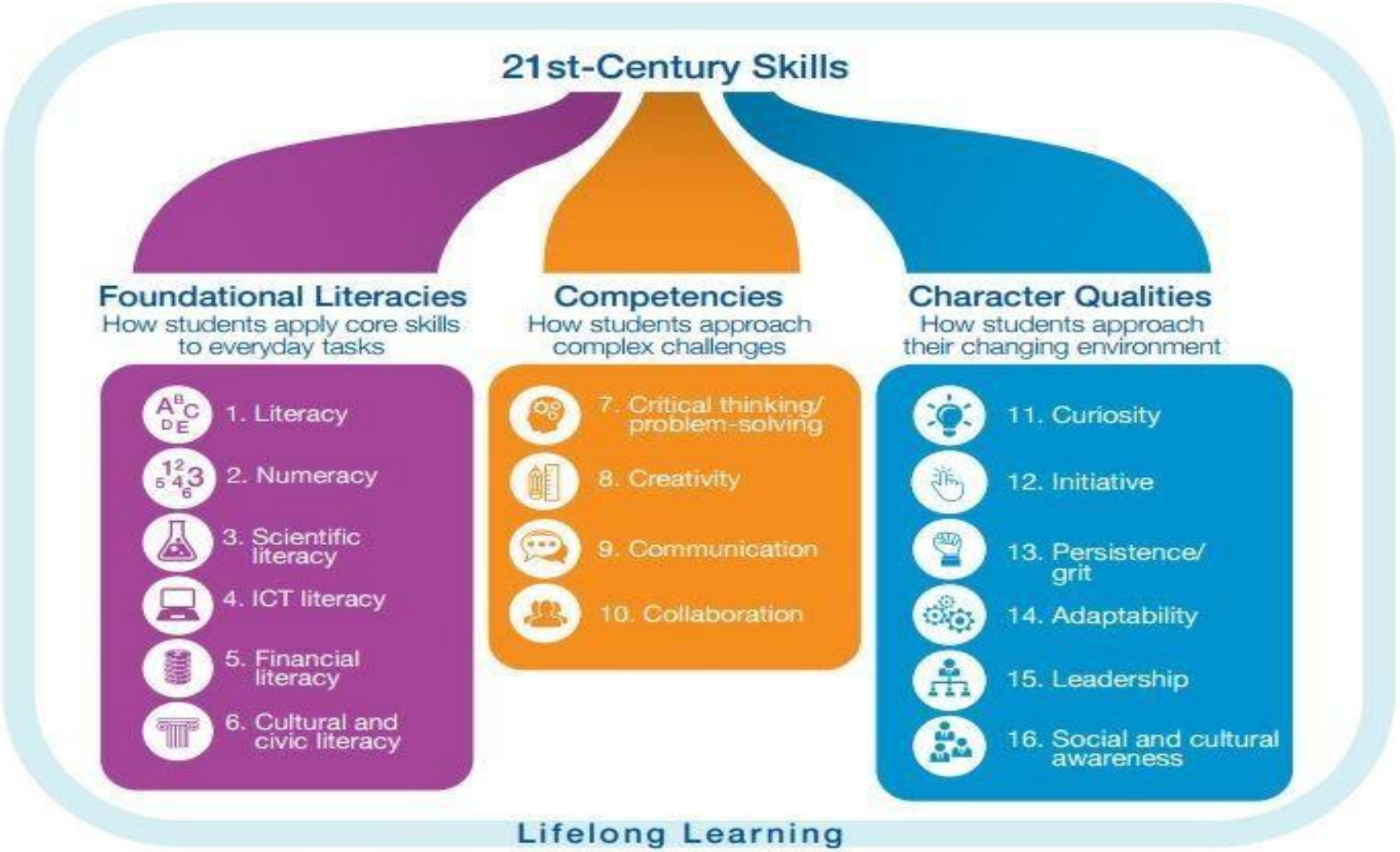
Leadership skills for the 21st century. Mahoney, J
Associate Professor and Director, Graduate Program, Monmouth University, West Long Branch, New Jersey 07764, USA. (https://www.ncbi.nlm.nih.gov/pubmed/11879469



https://i.pinimg.com/originals/07/70/1d/07701d5d1979d0eb0d3d002229531222.jpg

THE TYPES/KINDS OF LEADERSHIP SKILLS/COMPETENCIES NEEDED TODAY TO FACE UP WITH THE CHALLENGES OF THE TIME

Exhibit 1: Students require 16 skills for the 21st century



Note: ICT stands for information and communications technology.

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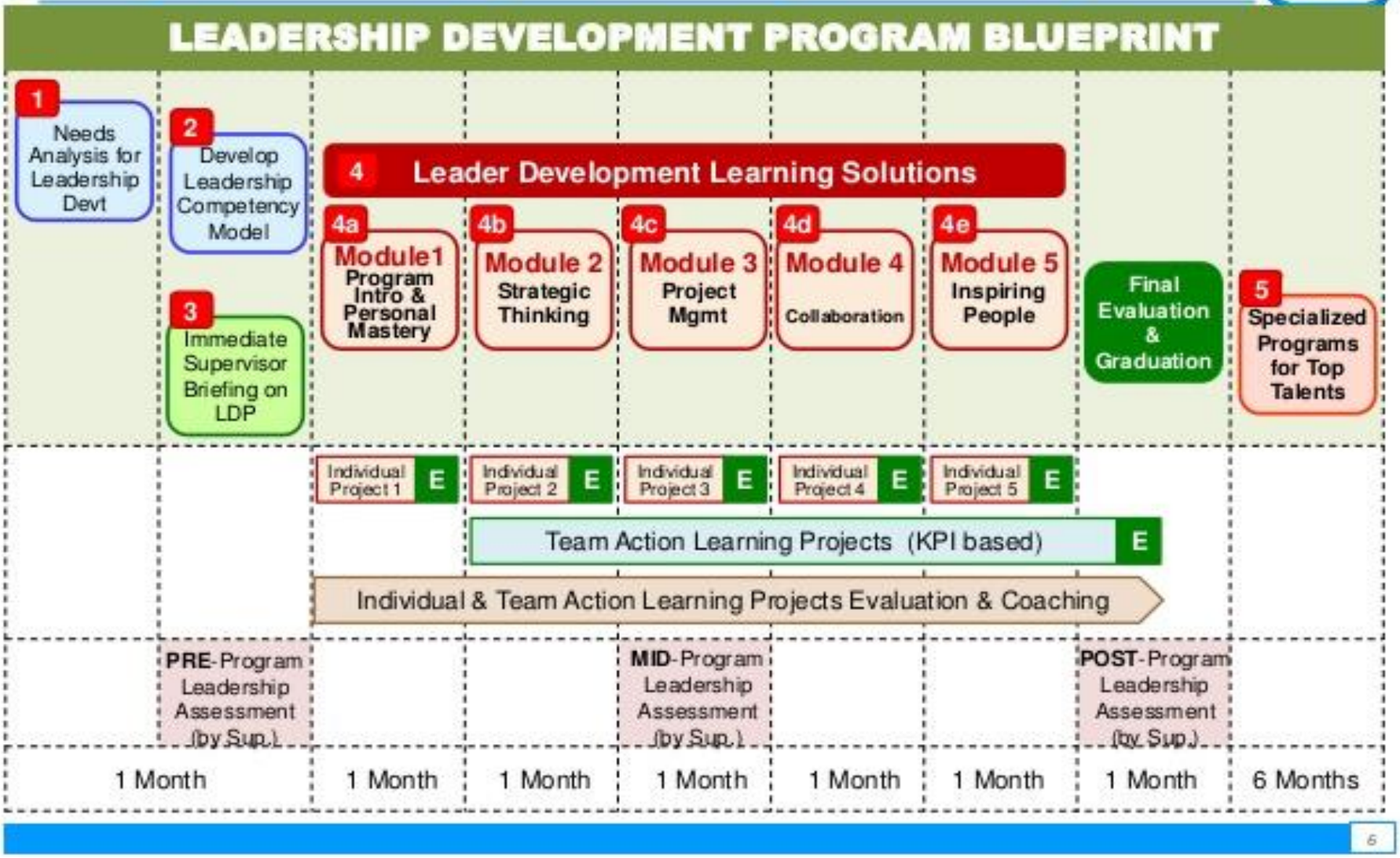
An Oracle White Paper, June 2012
Seven Steps for Effective Leadership Development

Elements of Leadership Development Programs

1. Determine the Best Leadership Style for Your Organization
2. Identify Current and Potential Leaders Within the Company
3. Identify Leadership Gaps
4. Develop Succession Plans for Critical Roles
5. Develop Career Planning Goals for Potential Leaders
6. Develop a Skills Roadmap for Future Leaders
7. Develop Retention Programs for Current and Future Leaders

http://www.oracle.com/us/media1/steps-effective-leadership-dev-1657106.pdf

Program Development Program Blueprint



https://image.slidesharecdn.com/structuredleadershipdevelopmentprogram-131010205443-phpapp02/95/developing-leaders-through-a-structured-leadership-development-program-6-638.jpg?cb=1381438581



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DISCUSSION ON PNA's DIRECTIONS especially on Advanced Practice Nursing with Dr. Roger Tong-An, Dr. George Cordero, Dr. Teresita Barcelo and PNA President BGen. Paulita Cruz.

Things to do:

- Dr. Teresita Barcelo recommends young governors at large to represent the millennials in the governor board.
- DOH USec Dr. Roger Tong-An stress on improving the nursing system by starting to fill-in over 2,000 plantilla nursing positions. He is calling for the support of all nurses to make this happen.
- **Reawaken the passion of nurses, PNA is closely supporting the enactment filed by 7 senators where the Salary Grade 15 is included.**

"PNA will not be leaving the nurses in the private sector," says PNA President BGen. Polet Cruz.

"We want the role of nurses to be recognized as PNA is at the front line in responding to the needs of nurses.

"Also, we are now studying on how we can bring the free seminars on the grassroots levels of our nurses for them not to come here in Manila but for Manila to come to them.

"We will continue to pursue projects on how we can be relevant in discussions on negotiating nurses' salary. PNA will grow as a union to rally behind nurses to be on that position- to optimize leadership and governance."

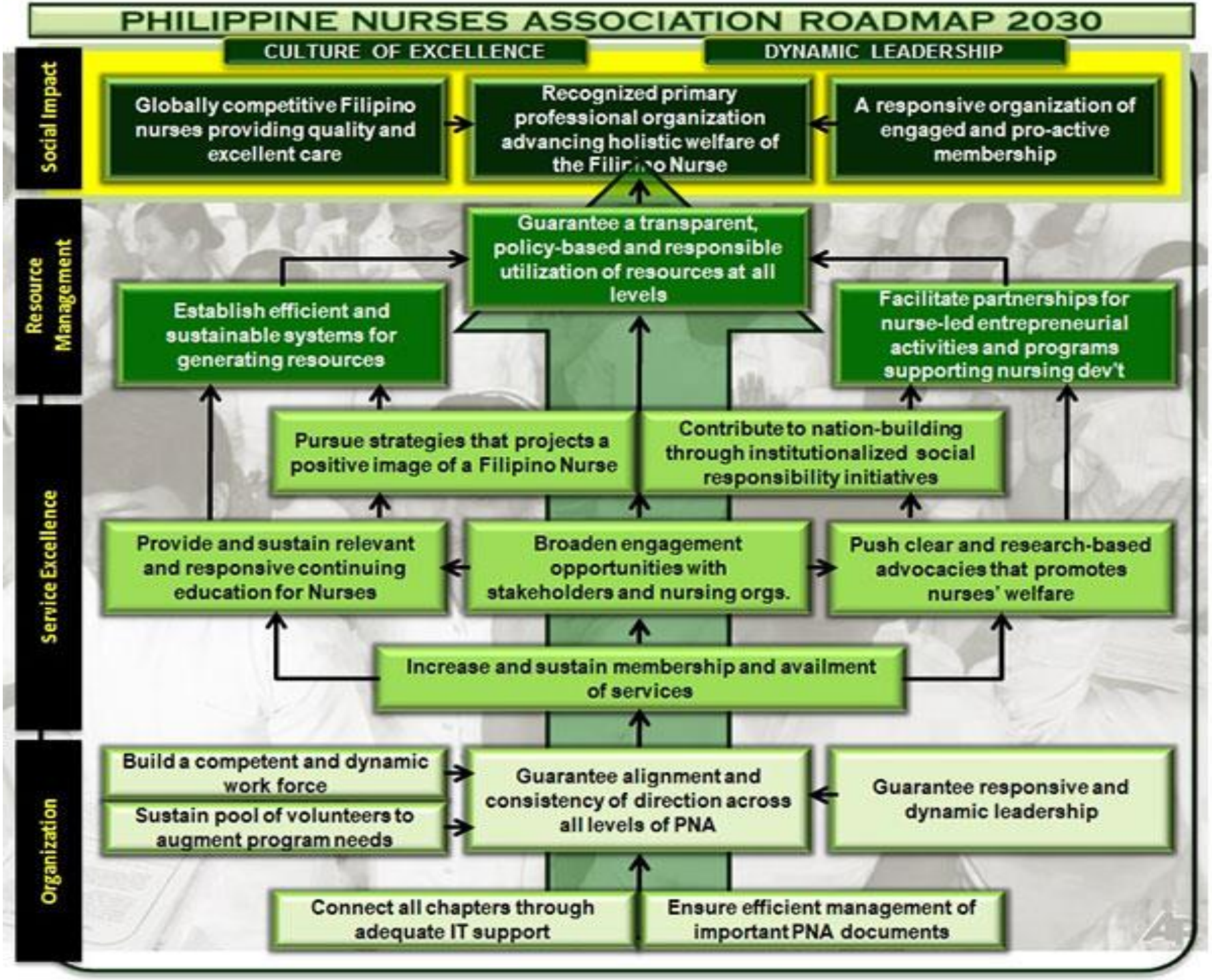
Philippine Nursing Leadership Institute (PNLI) will be patterned to the Global Nursing Leadership Institute (GNLI) of the International Council of Nurses (ICN) in Geneva *where nurses are trained to be great leaders so they can be in the policy administrative positions in the government*, like USec. Roger Tong-An.

VISION

The organization exists to promote their profession towards the attainment of its highest standards; to be "the caring and fortifying light giver committed to providing opportunities for the professional growth and development of world class Filipino nurses."

With this vision they structured the missions that the organization must fulfill. These are:

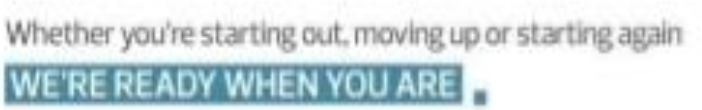
- To provide strategic direction and programs that enhance the competencies of nurses so that they may be globally competitive.
- To sustain the quality of work, life and interactions with and among nurses.
- To continuously strengthen nurses' capabilities for quality service.
- To explore the possibilities of collaboration towards unification of nurses.


PHILIPPINE NURSES ASSOCIATION ROADMAP 2030
CULTURE OF EXCELLENCE
DYNAMIC LEADERSHIP
Social Impact
Globally competitive Filipino nurses providing quality and excellent care
Recognized primary professional organization advancing holistic welfare of the Filipino Nurse
A responsive organization of engaged and pro-active membership
Resource Management
Guarantee a transparent, policy-based and responsible utilization of resources at all levels
Establish efficient and sustainable systems for generating resources
Facilitate partnerships for nurse-led entrepreneurial activities and programs supporting nursing dev't
Service Excellence
Pursue strategies that projects a positive image of a Filipino Nurse
Contribute to nation-building through institutionalized social responsibility initiatives
Provide and sustain relevant and responsive continuing education for Nurses
Broaden engagement opportunities with stakeholders and nursing orgs.
Push clear and research-based advocacies that promotes nurses' welfare
Increase and sustain membership and availment of services
Organization
Build a competent and dynamic work force
Sustain pool of volunteers to augment program needs
Guarantee alignment and consistency of direction across all levels of PNA
Guarantee responsive and dynamic leadership
Connect all chapters through adequate IT support
Ensure efficient management of important PNA documents

What will the future nurse look like?

UNIVERSITY of DERBY
ONLINE LEARNING

- Degree educated
- Independent practitioner
- Wide range of skills, with specialist areas
- Clinical capability but also a strong leader
- Evidence based and able to make decisions
- Creator of evidence, not just consumer
- Will be a digital native and thrive in a technology-enabled world
- Be politically active
- International



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http://www.healthstream.com/images/default-source/default-album/infographic2.png?sfvrsn=0



THANK YOU NURSES!