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 one's 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?
- "The process by which ordinary people bring forth the best in themselves and in others" Source: Kouzes & Posner (2007)
- "Leadership comes from the authority of the field" Angela Baron 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. 9)
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)

- 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

- 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


Five Literacies

- Networked intelligence
- Futuring
- Strategic navigation
- Deep design
- Brand resonance
# Iceberg Model of Strategic Thinking

![Image of an iceberg](image.png)

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

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# Global Leadership

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

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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

Sharing leadership

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

Essential Attributes

- Global perspective of health care & nursing
- Cultural sensitivity
- Political wisdom
- Collaborative and team building abilities
- Systems citizenship
- Fostering quality & safety
- 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 Nesseler
  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

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### In Summary

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Thank you!
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