# **Topic:** Management and Leadership Training for Nursing workforce

#### Introduction

Nurses play a vital role in achieving organizational goals and meeting strategic initiative at the point of care service to work towards attaining a positive patient outcome. We need to build strong nursing leaders as it is essential to succeed these goals. Leaders that values staff commitments, contributions and promotes retention, autonomy and good working relationships, promotes team work are valuable for an effective leadership. The core values of nursing profession dose not simply reflect intergenerational differences but are largely focused on delivering quality care for patients.

Moreover, it is crucial to have continues training programs to improve and sustain staff competencies to meet the organizational and department mission, vision and goals. However, simply to meet the organization and nurses demand is a challenge and it should be beyond the level. Therefore, in order to fulfil these, organization needs to invest on more trainings, find and create more opportunities to develop competent nurses, and explore for a better future of the hospital.

Hence, the Department of Nursing have planned to conduct a one-year training program targeted on all levels of nurses working at IGMH. The training is hoped to be more comprehensive as it will be done with evaluation and follow up by the trainers.

Below are the details and refer the attached file for course content

**Duration:** 1 year

Target no of staff: - 300 Nurses

<u>Target Group:</u> - Directors, Ward Manager, Senior registered nurses, Registered Nurses and Enroll Nurses

**Venue:** Orchid Hall/other required places (outdoor if required)

# **Hospital Vision / Mission**

#### **Our Vision**

The leading Hospital in Maldives offering efficient and high quality patient-centered healthcare.

#### **Our Mission**

IGMH will provide holistic and comprehensive health care service to the country where quality and safety of care are paramount; to serve and aspire to be the trusted leader and preferred provider of health care.

## **Nursing Department Vision / Mission**

## **Nursing Mission**

Our mission is to return the patient to their family and community with a maximum
potential for health and productivity, or to maintain the patient's comfort and dignity until
death.

## **Nursing Vision**

- Provide comprehensive nursing care through a continuous assessment of patients' needs, which includes the planning, implementation, evaluation and documentation of care in accordance with hospital policy and the nursing code of conduct, whilst giving due care and consideration to the cultural and religious needs of our patients.
- We will strive to provide innovation, expert utilization of resources, strong leadership and collaborative relationships with patients, families and other health care professionals.
- We will promote preventive care and health education to develop and improve the health of future generations.
- We will work alongside our educational institutes to become a competent teaching institute
  that people value and trust, by providing high quality clinical education and developing our
  nurse leaders of today and the future.

## **Nursing core Values**



## **Objectives and learning outcomes**

#### The objectives or learning outcomes are as follows:

- Aligning organizational and department mission and vision
- Understanding human motivation through leadership skills
- To understand the importance of the core values of nursing
- Distinguish and Demonstrate appropriate leadership styles
- Enhancing staff relationships through collaboration
- Empower nurses to utilize critical thinking in making decisions
- Gain knowledge on how to confront and manage interpersonal conflict
- Recognize self-care and the its importance

# **Training Target Groups**

<b>Target Group</b>	Topics	Hours	Mode of teaching
Directors, ADN,	Professional development	30 to 40 hours	
WM, CN, SRN	Leadership styles		
	Team building		Indoor/outdoor/
	Effective communication		lecture/games/role play
	Effective		
	Change management		
	Critical thinking		
	Problem solving		
SRN, RN	Effective communication		
	Team building		
	Problem solving		
	Breaking bad news	30 to 40 hours	Indoor/outdoor/
	Conflict resolution		lecture/games/role play
	Self-care(self-motivation, stress		
	management)		
Enroll nurses	Team work		
	Effective communication		
	Effective listening	30 to 40 hours	Indoor/outdoor/
	Breaking bad news		lecture/games/role play
	Conflict resolution		
	Self-care / self-motivation		
	Interpersonal relationship		

# • Methodology of the Training

The program includes;

- Lectures
- Group discussions
- Workshops
- Exercises
- Games
- Role Play