



Service Priorities and Programmes Electronic Presentations

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Self-leadership development for young front-line nursing staffs: A Self Report

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Introduction

Developing nursing leadership is one of the greatest challenges in the nursing profession. HA Strategic Service Plan stated that front line staff will be supported to expand their leadership and management skills in order to enhance their job satisfaction. Haven of Hope Hospital treasures the leadership development for frontline nursing staff as one of her foremost tasks. This report is aimed to uphold the self-leadership development for frontline nursing staff.

Objectives

(1) To increased staff's commitment (2) To uphold the belief in organization by staffs (3) To promote team spirit and work well in a team (4) To work 'to make things better' (5) To help colleagues

Methodology

A 'Dialog Team' was self-established by four registered nurses, each team member was assigned with a senior nurse leader as a coach by GM(N). A team project of a comprehensive training program for HealthCare Assistants (HCAs) as the assessment for the local leadership training program was planned and implemented by the team with supported by Hospital. Self-leadership development was measured by 'The Turning Point Collaborative Leadership Self-Assessment Questionnaires' (LSAQ) before team established and team project done including six areas as below:
1)Assessing the Environment 2)Creating Clarity:Visioning and Mobilizing 3)Building Trust 4)Sharing Power and Influence 5)Developing People 6)Self-Reflection

Result

The overall results of LSAQ had shown that significant improvement from 'Opportunities for Growth' to 'Stronger Score' in the team. In average, over 40% increasing rate of learning and development in the six areas after the team project. For the "creating clarity: visioning and mobilizing", an average rate of increase reached 62.5% and "trust" reached a minimal increase of 31.7%. The preliminary

outcome was measured after 52 HCA trainees have completed the training project with 98.5% satisfaction rate. Conclusions: This program provides nursing staffs an opportunity to learn and develop personal leadership skills. It helps to discover the strengths and important areas towards an effective outcome. Quality of healthcare is paramount significant, it was also being introduced and emphasized in the program. As a result, inter-professional collaborative communication and excellent teamwork are promoted.