

# **Key Note Presentation:**

## **General leadership principles: “Seeing the Leader in You”**

**Presented at the 2<sup>nd</sup> Building Capacity for Nursing and Midwifery  
Leadership Conference**

**Leading Change, Achieving Universal Health Coverage, Achieving Health**

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# Global & National Initiatives

## Global

- **SDG 3**
- **UHC**
- **NURSING NOW**

## National ( Kenya)

- **SDG 3**
- **UHC**
- **Nursing Now**
- **Agenda 4**



## SDG 3: Good Health & Well Being

[Image downloaded from https://www.globalgoals.org/3-good-health-and-well-being](https://www.globalgoals.org/3-good-health-and-well-being)

# Africa 2000 Vs Africa 2011



**A healthy nation is a wealthy nation: Health & Wealth go together**



# General Comments

- ▶ Leadership and governance challenges that include weak public health leadership and management
- ▶ Extreme shortages of health workers exist in 57 countries of which 36 are in Africa
- ▶ Africa has the highest burden of disease of any continent (per population) but has the lowest number and ratio of health workers per population especially of nurses
- ▶ According to the Kenya Nursing Workforce Report, the ratio of nursing personnel per 100,000 population stands at 103, compared to the 250 recommended by the World Health Organization
- ▶ Nursing and leadership are both old professions, and history tells us, that we do not have enough nurses and neither do we have enough leaders. In fact of leadership we are told – so many leaders and so little leadership.



**Big Q**



**Meaning of  
Leadership**

- ➔ Leadership is a process whereby an individual influences a group of individuals to achieve a common goal.



# Big Q



## Meaning of Nursing Leadership

- ➔ Nursing leadership can be defined as influencing others to improve the quality of care along with the direct participation in clinical care (Cook, 2001)

# Nursing Cap



➡ “Service to those in need”



# Nursing & Leadership



- Nursing & Leadership are about improving the lives of people
- Nursing leadership is not only for those in management positions but for all including at the bedside
- Nurses are at the center of patient care & safety
- Everything rises and falls on leadership
- “Nurses must be seen as leaders, influencers, advocates and change agents... nurses must pursue these roles from the bedside to the boardroom, from the break-room to the classroom.” (Bondurant and Armstrong, 2016).



# Big Q



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## 3 Legged African Stool

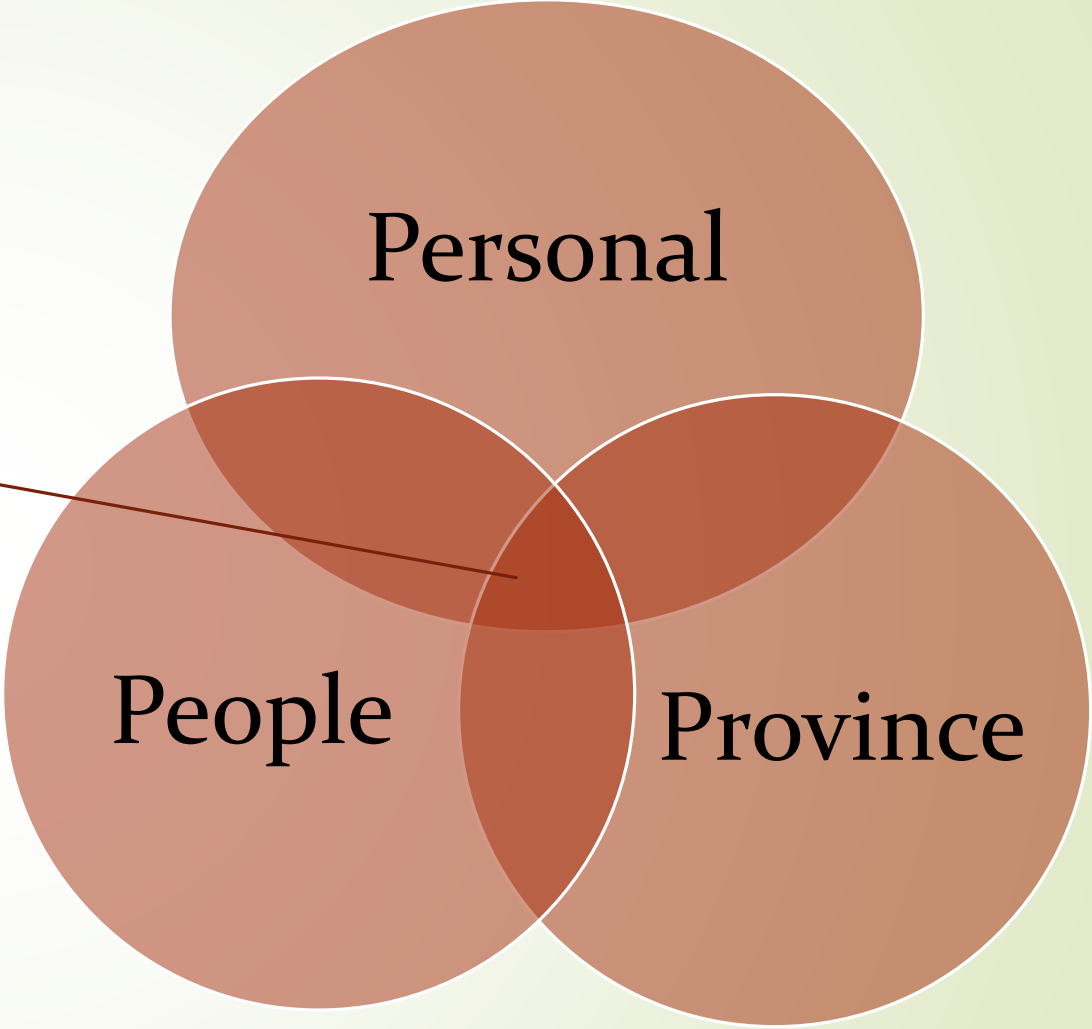


**Leadership sits on 3 legs**

- **Personal**
- **People**
- **Province**



**LEADERSHIP**



# Leadership is Personal (it starts with you)



- Character
- Commitment
- Courage

**“If you think you are too small, you haven’t spent a night with a mosquito”**

# Leadership is Personal (it starts with you)



## ► **Character**

- Pursuit of personal & public integrity

## ► **Commitment**

- Passion, vision, communication and dedication to a bigger cause than 'self'

## ► **Courage**

- Confront reality by bold, risk taking steps to face uncertainty, complexity and lead change

# Leadership is about People



- Community
- Continuity
- Change

**“If you want to go fast, go alone, if you want to go further go with others”**

# Leadership is about People



## ► **Community Building**

- create an environment and culture for your team to flourish, to be empowered, engaged and valued

## ► **Continuity**

- life long learning, mentorship and coaching, ensuring a pipeline of leaders and change agents

## ► **Change & Continuous Improvement**

- Ongoing efforts to improve service delivery, lead change and use technological advancements in keeping with the times



# Leadership entails Province



- Collaboration
- Champion
- Channel

**“It is insanity to keep doing the same thing and expect different results”**

# Leadership entails Province



## ► Collaboration

- network and collaborate with all in the health sector - MOH, NCK, NNAK & others in the sector
- Bedside to the boardroom

## ► Champion/Challenger

- Advocacy, lobbying and involvement in decision making, Negotiation for better terms, change of practice or health protocols

## ► Channel

- evidence best practice, innovative solutions in clinical practice, research and education. Link between education, practice and research

## Conclusion



**When the cock crows  
it signals a new day –  
Good Morning –  
Nurses & Midwives,  
it is a new day!**

# References

- ▶ Blizzard, R., Khoury, C., & McMurray, C. (2010). Nursing Leadership from Bedside to Boardroom: Opinion Leaders' Perceptions.
- ▶ Bondurant, P. G., & Armstrong, L. (2016). Nurses: Leading Change and Transforming Care—Expert Opinion. *Newborn and Infant Nursing Reviews*, 16(3), 155-160.
- ▶ Cook M. (2001). The attributes of effective clinical nurse leaders. *Nursing Standard*. 15: 33-36.
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- ▶ Kirigia, J. M., & Barry, S. P. (2008). Health challenges in Africa and the way forward.
- ▶ World Health Organization. (2018). *The state of health in the WHO African Region: an analysis of the status of health, health services and health systems in the context of the Sustainable Development Goals*.

## Pictures

- ▶ Slide 4: Pictures downloaded from :
  - ▶ <https://www.economist.com/printedition/2000-05-13>
  - ▶ <http://www.africa-rising.fr/wp-content/uploads/2013/08/economist-o.jpg.png>
- ▶ Slide 6 & 7: Image downloaded from: <https://nursinghistory.org/nursing-cap-collection/>
- ▶ Slide 10, 12, 13, 14, 15, 16, 17: image downloaded from [https://www.britishmuseum.org/research/collection\\_online/collection\\_object\\_details/collection\\_image\\_gallery.aspx?partid=1&assetid=1121933001&objectid=3432881](https://www.britishmuseum.org/research/collection_online/collection_object_details/collection_image_gallery.aspx?partid=1&assetid=1121933001&objectid=3432881)
- ▶ Slide 17: image downloaded from <https://www.weedemandreap.com/how-to-stop-rooster-crowing/>