Leadership and Innovation in Nursing: A positive career choice 2009

Mrs Karen Logan, RGN ,MSc Nurse Consultant

Head of Continence Services

Gwent Health Care

Introduction

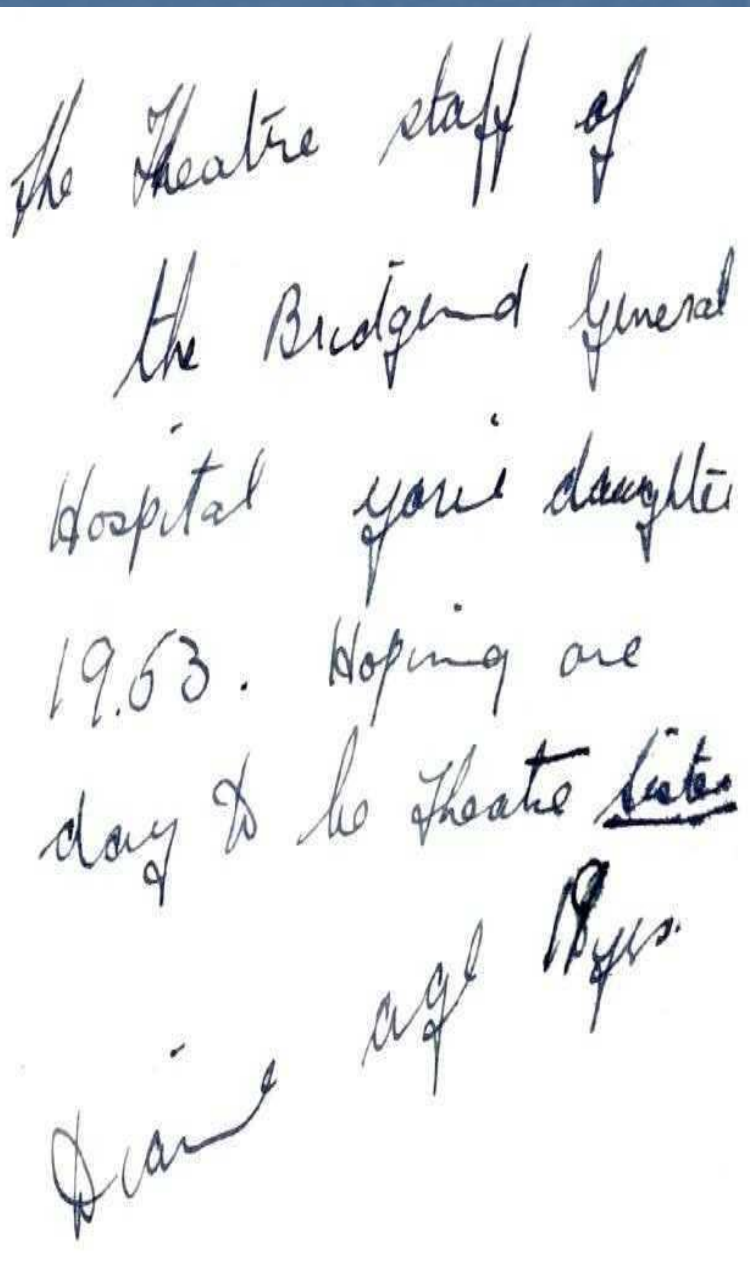
- A positive career choice :Map out the nurse consultant journey
- How can consultant nurse role impact on healthcare/innovation ?
- Celebrating success in nursing
- What is a consultant nurse?
  How do you get there ?

A nursing journey

- In the beginning……

Always wanted to be a nurse ?

Vocation: dream or reality?



the Theatre staff of
the Bridgend General
Hospital your daughter
1953. Hoping one
day to be Theatre Sister
Diane age 18 yrs.

Fighter Spirit - Rise to any challenge

Student nurse training 1979

Gap Year

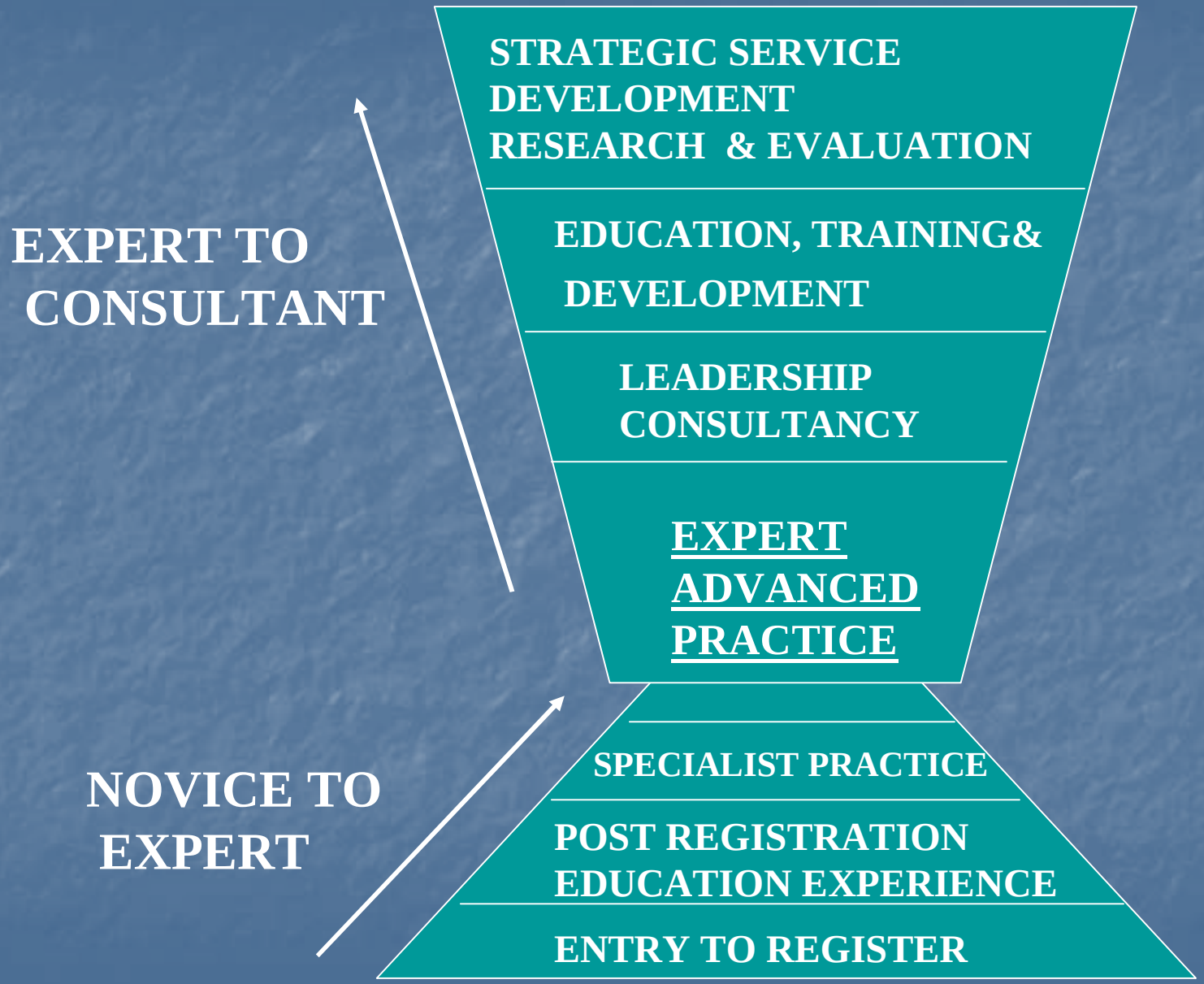
1982 SEN

Masters degree 2000

International Reputation

- Lecturing to nurses abroad
- Leadership
- Sharing Uk practice
- Nursing developments

A New Nursing career pathway --from novice to expert


EXPERT TO CONSULTANT
STRATEGIC SERVICE DEVELOPMENT RESEARCH & EVALUATION
EDUCATION, TRAINING& DEVELOPMENT
LEADERSHIP CONSULTANCY
EXPERT ADVANCED PRACTICE
NOVICE TO EXPERT
SPECIALIST PRACTICE
POST REGISTRATION EDUCATION EXPERIENCE
ENTRY TO REGISTER

Consultant Nurse Roles

- Consultant Nurse roles evolved from the context of the need for 'modernisation' in health care
- " *Nurses, midwives and health visitors are vital to delivery of bold programmes of change* " (Realising the potential 2000 , *Making a difference 1999*)
- Clinical Strategist
- Explore innovative ways of service delivery
- Catalyst

Roles and responsibilities

- Consultant
- Expert practitioner
- Educator
- Researcher

Manley (1997)

Career stepping stones

Steps to consultant nurse

- Pupil nurse 1979 SEN
- Ward nurse 1980
- 1993/4 RGN Conversion course
- Post registration education
- Clinical nurse specialist
- Diploma in management and leadership 1997
- Research , audit work
- Masters Degree 2000
- Senior Nurse -Head of continence service
- Consultant Nurse 2003

Modernisation of health care

- Redesign continence services
- Facilitating multidisciplinary and interdisciplinary working practice
- Partnership working with other agencies
- Leadership-Lead clinician
- Government targets

Professional development: Survival

- Face up to serious challenges
- Clinical supervision, Action learning sets
- Networking UK
- Leadership programme
- Survived the first five years

Making a difference to Nursing

- Supporting the development of nurses
- Sharing knowledge, inspiring, motivating, stimulating
- Enabling and creating opportunities to explore wider issues
- Creating opportunities for improved access to education

Selling the Nursing role – Developing future Nurses

- Why me/you ?
- The right calibre nurse
- Role model- leading by example
- Reflecting past to develop the future
- Demonstrate a nursing carer pathway
- Apprenticeship- You can do it too!

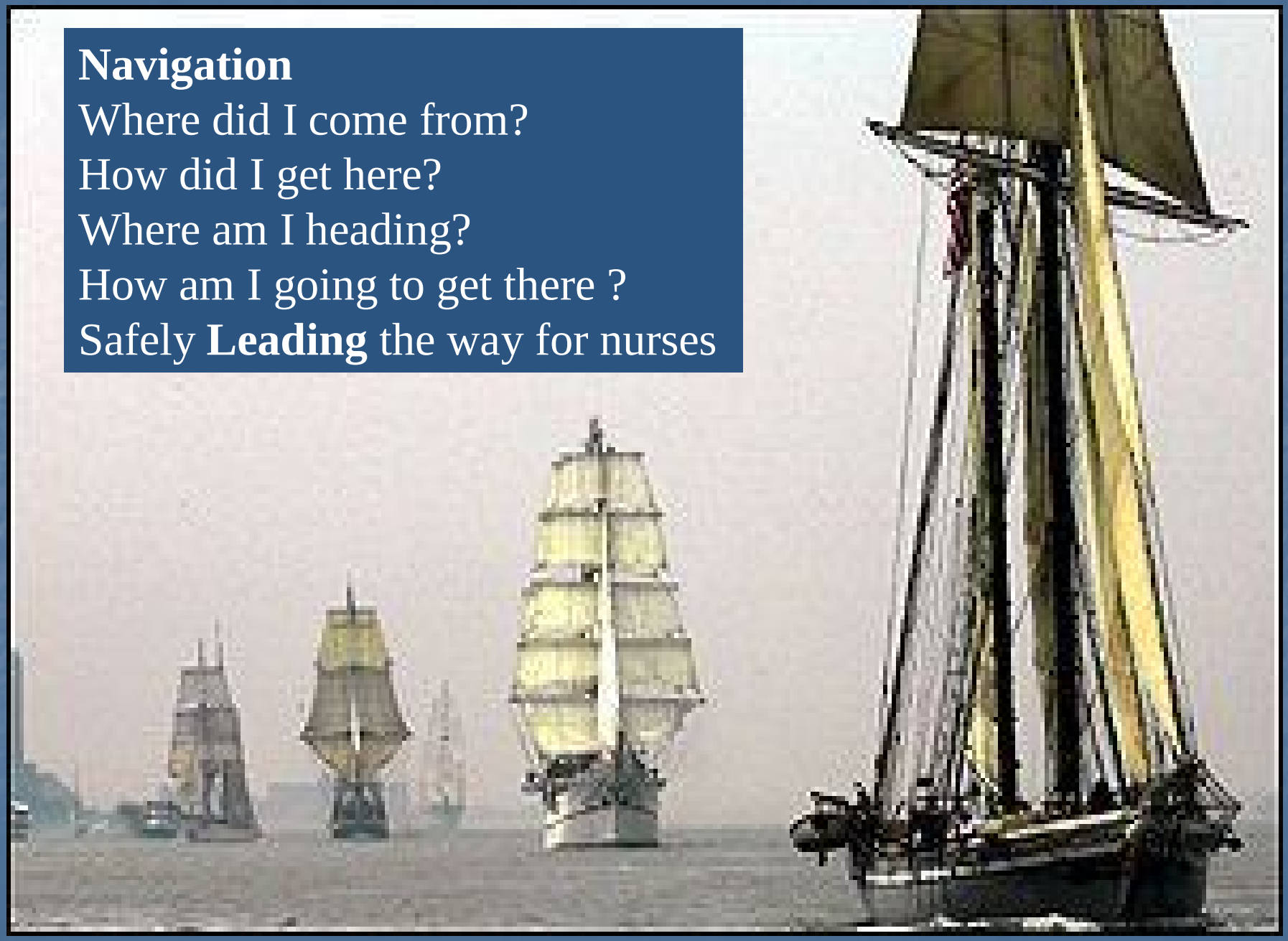
Succession planning

Local school: National Nurses day

“ If you don’t know where you are going you wont know how to get there”

(Mark Twain)

Transformational leadership



Navigation

Where did I come from?

How did I get here?

Where am I heading?

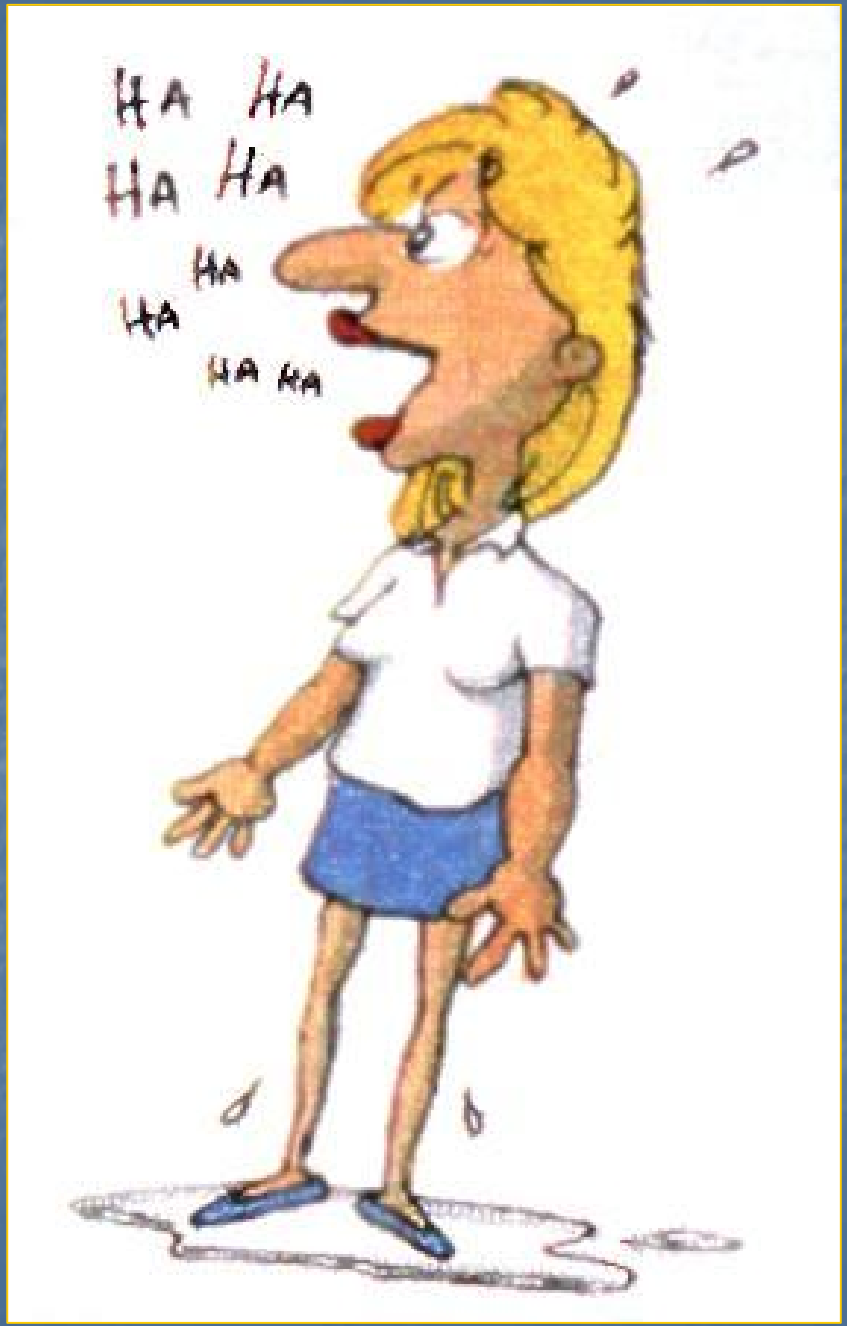
How am I going to get there ?

Safely **Leading** the way for nurses

Turning the dream into reality

- A passion about our area of interest
- Be willing to take risks
- To have a sense of enthusiasm
- To believe in yourself and any vision or dream
- To have strong self image and self confidence
- To have a real desire to achieve
- To always have a strong patient focus
  and
- Remember what a privilege nursing is…..

Incontinence - its no laughing matter!



Consultancy and leadership

“ Lead clinician for a health care service”

“A nursing voice in a multi- professional arena”

Gwent Continence services

- Committed interdisciplinary working
- Team approach-dedicated continence promotion service for all
- Continence nurse specialists /17 nurse led clinics
- Patient centred service
- 75% of patients improved QOL/symptoms
- Recognition and respect
- Award winning model

A positive career choice ?

- Researcher
- Academic publications
- Honorary lecturer
- International lecturer
- Clinician
- NURSE OF THE YEAR

- Look where nursing has taken me?

A New Nursing career pathway --from novice to expert

THANK YOU