

Geriatric Nursing Leadership Academy

DEVELOPING GLOBAL LEADERS IN GERIATRIC NURSING

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Sigma Theta Tau International
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The Need for Geriatric Nurse Leaders in United States

- By 2030, the U.S. will have more than 71 million people older than 65 (Administration on Aging, 2007)
- The fastest growing segment of America's older population is those older than 85 years of age, with 4.2 million currently in population, and those numbers expected to continue to grow (Administration on Aging, 2007)

The Need for Geriatric Nurse Leaders in Australia

- Between 2003 -2007, the number of registered nurses in aged care dropped 18.5%. From 16,265 to 13,247.

Citation is form an article titled, "Who Cares For the Elderly? Aged Care Nurses Do, Cate Carrigan, Australian Nursing Journal June 09, Vol 16 Number 11.

Dearth of Gerontological Nurse Leaders

Nurses often:

- Lack essential leadership knowledge and skills
- Lack essential gerontological expertise
- Practice in environments that constrain practice
- Fail to take a proactive stance

The Need for Geriatric Nurse Leaders Globally

- Proportion of population 60 years and older is the fastest growing segment of population worldwide (U.S. Census Bureau, International Database, 2008; WHO, 2002)
- By 2025, projections of 1.2 billion people over the age of 60 years worldwide (U.S. Census Bureau, International Database, 2008; WHO, 2002)

The Need for Geriatric Nurse Leaders Globally

- By 2050, projections of 2 billion people over the age of 60 years, with 80% living in developing countries (U.S. Census Bureau, International Database, 2008; WHO, 2002)



Action Taken

- Partnership developed between Sigma Theta Tau International & John A. Hartford Foundation Centers of Geriatric Nursing Excellence
- Synergy to create significant cadre of leaders



A Commitment To Improving Health Care for Older Adults

Sigma Theta Tau International Mission

- *Commitment to improving health of world's people*

Specific focus on older adult population across spectrum of health-illness continuum and diverse health care settings

The John A. Hartford Foundation Mission

- *To increase the nation's capacity to provide effective and affordable care to its rapidly increasing older population*

Goals of GNLA

- Produce geriatric nurse leaders who can lead system-wide changes in their respective health care settings to improve the quality of care provided to older adults worldwide
- Produce geriatric nurse leaders who can develop, implement, and evaluate health care policies related to care of the older adult

Curriculum Design

- Evidence based leadership research
- Developmental educational model
- Contextually framed
- 18 month timeframe



Curriculum Design - Domains

- Individual leadership development
- Organizational influence
- Community impact



GNLA Program Design

- 18-month guided leadership journey
- (Two) three-day face-to-face workshops
- Fellow-mentor-faculty triad
- Individual leadership development plan
- Design and manage a team-oriented project
- Facilitated site visits by Academy faculty
- Evaluation of individual projects & dissemination of results
- Professional presentation of experience

Mentoring

*Mentoring is a brain to pick,
an ear to listen,
and a push in the right direction.*

John Crosby

Purposes of Project

- Platform for enacting leadership competency and newly learned skills
- Integrating didactic and experiential components of program
- Enhance the health or health care of older adults



Project Development

- Develop proposal (pre-selection)
- Formation of interdisciplinary teams
- Refine proposal & develop implementation plan
- Participation of mentor and faculty
- Dissemination



Participants: Cohort I

- Diverse group of geriatric nurses, practitioners, educators, and administrators
 - Academic preparation from BSN through PhD
- National representation
 - 13 states, including Alaska
- Years in geriatrics: 3-32 years
- Representation from long-term care facilities: acute care, adult day care, public and private university settings

GNLA Critical Leadership Elements

- Knowledge and skills to examine and influence organizational behavior
 - System level implications
 - Broad view—visioning 5-10 years out
 - Organizational culture
 - Health care economics
 - Financial picture
- Strategies for positioning at the table

GNLA Critical Leadership Elements

➤ Policy and Politics

– Policy defined

- From basic to macro system policy creation
- Responsibility for developing policy
- Positioning to participate in policy making
- Finding policy



Amazing Outcomes

- Policy advocacy
- Promotions
- Articles
- Degrees
- Presentations





Photo – MR Hurley

Geriatric Nursing Shortage Globally

- The nursing shortage in health care systems around the world is a serious crisis in terms of the adverse effects on health and well-being of populations, particularly as the aging population continues to grow (International Council of Nurses, 2006)



Application of Model for Developing Leaders in Geriatric Nursing Globally

- Countries consider the range of health care personnel required to ensure the health needs of populations are met and create conditions that maximize the potential of the professional nurse and other categories of workers
- This includes embracing new models of care delivery, promoting advanced roles for nurses and addressing issues of skill mix and the devolution of some tasks to other workers (ICN, 2006)

GNLA Online Resources

- Online GNLA Community
- Online Geriatric Community

Available to STTI and non-STTI members

<http://www.nursingsociety.org/LeadershipInstitute/GeriatricAcademy/community/Pages/Community.aspx>

STTI Geriatric Nursing Resources

- Resources available to all interested geriatric nurses

[http://www.nursingsociety.org/LEADERSHIPINSTITUTE/
GERIATRICACADEMY/RESOURCES/Pages/Resources
.aspx](http://www.nursingsociety.org/LEADERSHIPINSTITUTE/GERIATRICACADEMY/RESOURCES/Pages/Resources.aspx)



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