



International Council of Nurses – Burdett Trust
Global Nursing Leadership Institute

Summary analysis of GNLI 2013 Evaluation 1

This paper is a summary analysis of the results of the GNLI Evaluation 1 prepared by ICN staff.

The GNLI Evaluation 1 Questionnaire was distributed on the final morning of the programme and participants had 45 minutes to complete the form working individually.

1. Marketing of the GNLI – **Q1 How they heard about the GNLI**

- 32% from other GNLI participants
- 24% from other colleagues or networks
- 16% via their NNA
- 20% ICN website or other websites
- 8% WHO representative

2. Application process – Q2&3 **Q2 on how easy was form to complete?**

- 50% easy
- 40% fairly easy
- 10% hard

➤ **Q3 any comments on application process?**

The comments were positive: good, comprehensive, adequate, regular and very explicit, easy, rigorous

Some quotes:

- The application process needs to be advertised more extensively
- Well designed and require critical thinking
- Online payment using visa /credit cards will be easier.
- Objectives of the programme were helpful
- May ask NNA to advertise for this program locally also

3. Communication regarding GNLI – Q4a,4b,5,6 **Q4a on communication regarding selection:**

*Support for the Global Nursing Leadership Institute is also provided by Pfizer, the founding sponsor.

All the comments were positive: Clear, very thorough, prompt, very timely, good communication

Some remarks:

- Good, but would be good if an official letter is also sent to the employer
- Institute Officer very helpful and good guidance

Q4b regarding participant information document?

Majority very positive comments: *Perfect time, early enough, information useful, good to plan ahead, detailed, helpful, precise, clear, good deadlines*

Some remarks:

- Should be sent earlier
- Facilities available should be included
- Great
- Communication were appropriate & opportunity allowed for clarification if any
- Very good – especially bringing in country profile – neo etc. would be more helpful if participants could know why these are important – inform which groups one participant will belong well before coming to GNLI
- *Preparation of this documents required a lot of work, but it was very useful process for my personally development*

Q5&6 receiving electronic communication?

1 participant expressed she had problems because of her own e-mail provider

Q7 Preparation before arrival?

96% thought there was the right amount of work to do

4% thought there was too much work to do

4. Perceived value for money where applicable- Q8
Q8 Rate the value for money, where applicable?

88% good value

12% reasonable

5. Satisfaction with travel arrangements- Q9
Q9 Satisfaction with travel arrangements where applicable?

84% of those for whom ICN made their travel arrangements were very satisfied –16% satisfied and none were not satisfied

6. Description of experience to line manager- Q10
Q10 how would you describe the experience?

Some quotes:

- *Immediate supervisor – learned to be more powerful to make changes*
- *The institute prompted me to reflect on my weaknesses and strengths as a leader, also helped me understand my needs and work to do for me to grow*
- *Dynamic opportunity to meet with global nursing leaders to discuss common issues and look at common issues.*
- *A programme of a different kind & Level, making me feel so important, significant to bring about change in my profession. To become influential, pushy for professional issues and concerns.*
- *Lifetime opportunity, great experiences, diversity and networking, meeting successful people in person.*
- *Learn other difficulties in regards to health care system.*
- *As worth the money spent & very educative*
- *It is a life changing experience. It made me realize that there are many things that need to be done in nursing to create changes in the way we lead our organizations.*
- *The learning experience will better prepare me to perform my leadership responsibilities and assist the institution and country in achieving the health care outcomes.*
- *Very applicable and gives exposure to necessary changes, innovation in moving the health system forward.*
- *A must for all nursing leaders*
- *I think that ICN was very transparent and clear in regards to the requirement and deadlines. The boss felt that ICN is doing a great job in trying to develop leaders of the world.*
- *It was worth attending the institute. It has opened my eyes in areas that will improve my leadership skills. I have acquired skills that I lacked for my leadership position.*
- *The experience has adequately stimulated me to commence work towards my next leadership level. Would recommend it for all leaders of department in nursing in my institution.*
- *Energising, informative, very relevant to my job, comprehensive*
- *It was very effective and important for my future activity time. I developed a better understanding of my own capacities. I have networked with many wonderful people from all over the world.*
- *Stimulating, thought provoking and challenging experience. The experience affirmed some of my previous (body of knowledge) understanding but importantly challenged me to a higher level in order to be more effective in today's economically (scarce) driven health care system.*

➤ Programme aspects Q11,12,13,14,15
Q11 Thoughts on programme?

Some quotes:

- *Though and well designed, to long session particularly in the evening*
- *Challenging, exhausting, diverse, thought provoking*
- *Good programme, good to have a changing focus year to year*
- *It is intensive, action oriented, sustainable develop networks to take forward the nursing challenges at the highest level to make a difference at global level.*

- *Mixture of serious and fun*
- *Motivation, supportive + understanding environment*
- *Quite relevant and timely and provides an avenue for the beginning of self-development, professional development, reflection and moving forward in career achievement*
- *The programme is rich in content & very capable of building leadership capacity & skills. It set me thinking “outside the box”*
- *Well thought – well planned*
- *High calibre speakers well selected – topics and experience*
- *A dynamic program which provides participants with the opportunity to grow tremendously in their leadership journey in a short period of time*
- *Meet the needs of nurse leaders on a wide scale to help re-design health care system and transform nurse leaders.*
- *I think that the institute must put all mechanism in place to keep this programme, to expose as many of our leaders as possible to this type of leadership training.*
- *It is a programme that every nurse leader in the globe should attend*
- *The programme is well thought out and well planned. The accommodation is serene and promotes learning*
- *challenging*

Q12 Five aspects most enjoyed?

The aspects that participants most enjoyed were:

1. Speakers (high calibre, inspiring and challenging, variety of presentations including non-nursing presentations, multimixing– from different areas, legal, political safety etc.)
2. Group work (LDT), interaction with the group members and all the other participants
3. Networking and sharing of experience among the participants
4. Interaction with the speakers
5. UN, WHO and ICN visit
GNI environment
Healthy Activity

Q13 Parts of the programme they would have liked more of?

- Site visit – more external learning opportunities
- More “real work experiences on how to build alliances
- Networking time
- Group work like country profile
- Time allocation for discussion after the sessions
- NEO analyses / health system restructuring redesign, group work ,writing interventions
- Leadership development group
- Learning activities
- Redesigning health care systems
- Practical session in terms of demonstration of some of the leadership skills
- Policy development and strategic planning

- Developing IDP & experts
- Lectures
- Leadership competencies, influencing policy
- More activities / group work based on our weakness areas – eg. Give a session for regulations so we can learn from each other

Q14 Parts of the programme they would have liked less of?

Most of the participants enjoyed the whole programme and have nothing they would have liked less of.

Only few comments:

- less nuclear presentation (one of the speakers)
- Less food /snack times
- Formal dinners

Q15 Ranking of components?

Even if we changed wording again for this year's evaluation the participants did not understand the way of ranking. We will need to completely change the question for the 2014 evaluation.

1. Invited speaker sessions
2. Learning development group interaction during learning activities
3. Informal interaction with other colleagues
4. Healthy leadership sessions
5. Site visit session
6. Meals with guests

Learning environment

Q16 Score GNLI out of 10 as learning environment?

The average score of the institute venue out of 10 as learning environment this year is **8.7**

One participant scored 3 = because there was no laundry facility and only one iron for the whole group

Learning experience – Q17

Q17 of all learning and development activities undertaken to date, place the learning experience of the GNLI?

92% of the participants placed the GNLI in **the top third** of their learning and development activities and 8% as middle.

Q18 how they will make difference regarding health systems redesign in your country ?

- Begin to prepare position statements and increase the NNA / Nursing visibility + Knowledge on health positions
- Work on building more alliances to enhance the role of the NP in healthcare design in the USA and Globally
- Work on local, regional and national groups that are responsible to address health issues. Develop governance + policy strength in nurses
- Overview of current situation and collects data and identify what areas to be redesigned
- Becoming more politically astute, developing skills in lobbying, negotiation, networking and bringing awareness of the needs for re-design structures and processes
- Through research to provide evidence & negotiating lobbying to put in place structures in nursing legislation for transformation of the workplace
- Asserting nurses input from all the main pillars NNAs/Directorate/Council/Academia
- Emphasizing on the importance of tackling NCDs as a priority
- Participate in succession planning
- Participate in policy development revision of nursing regulations and healthcare redesign
- Design a plan on health systems redesign
- Discussion with ministry of Health
- Sell the need for the redesign to nurses
- In regulation and policies, broadening scope of practice
- Networking – collaboration. Evidence based nursing practice and nursing research
- Strengthening the nurses and midwives union by resolving the issues together.
- Share information with director of nursing service, regulating body and nursing faculty including students
- Advocate for skilled staff for community clinics
- Advocate for nursing at policy table
- Focus on NCD, regulation redesign, international leadership
- Making NNA stronger and involving them in policy making and collaborating governmental & NGOs
- More lobbying with ministry leaders
- By building a network to lead the change and lobbying other health professionals and politician to make redesign effectively and early
- Develop policies, structure, process to accommodate key issues. Engage other key stakeholders-medical profession, population.

Q19 Stakeholders with whom you will share the information you learned

- Immediate supervisor, nursing director, MOH and Media
- My employers, colleagues, local associations , other nursing leaders
- The community leaders
- Nursing leaders
- Own NNA, Director Nursing, Senior Chief executive, MOH
- The regulatory body of nursing
- Ministry of health
 - Nurses , allied health persons
 - Permanent secretary

- Faculty of nursing department
- NNA
- Policy makers in Ministry of health
- Faculty in my school
- Boss – department of health local, national organizations, peers, family, publications
- General population – through mass media
- Key politicians in current government

Q20 a) did the 2013 GNLI met your expectations

All participants declared that the GNLI met all their expectations

➤ Expectations – Q20

Q 20 b) had any expectations not been met?

Suggestion - more presentations instead of long presentations

➤ Other comments – Q21

Q21 Any other comments about the Institute and its location in Geneva?

- Location very good
- I learned a great deal by listening to the experiences of my colleagues around the world.
- GNLI is not well advertised in Canada – I had difficulty finding anyone who knew about it
- Will be establish and alumni?
- Maybe we can have GNLI journal
- The location is peaceful & without distractions but it could also have a shop /outlet where basic necessities (eg. Top up for mobile) could be purchased
- Excellent location – peaceful, gives time for introspection & “meditation”, recharging body & soul
- Excellent, the best training I ever had in my long years of leadership
- The electronic copy of the lectures should be given to participants on a daily basis so that we can go over it immediately and not forget.
- Programme exceeded my expectations
- Too much rush at arrival and departure. Date of arrival and departure should be changed eg. Arrive a day earlier and depart a day after even if it means increase the fee
- Duration could have been 2 weeks making it a bit more flexible
- Training should rotate to other continents and not necessarily to venues where there are participants
- Some rooms are small

Individual sessions perception of usefulness – Q22

Participants had to decide if they found the session: **Very useful, Useful or Not Useful** in meeting their development needs.

The highest scoring sessions were:

Session Number	Session name	Session day and time	Very useful ✓	Useful ✓	Not useful ✓
3	Programme introduction	Sunday 08 Sept. 09.00-11.00	78%	22%	
4	Leadership Development Teams-Country Profile work	Sunday 08 Sept. 11.00-12.30	88%	12%	
5	Dr. Tesfa Ghebrehiwet International World Health Assembly: Interventions & Resolutions	Sunday 08 Sept. 14.00-18.00	92%	8%	
6	Dr. Ginka Toegel Leadership Styles & Individual Survey Results	Monday 9 Sept. 9.00-12.30	96%	4%	
7	Creation of Individual Development plan	Monday 9 Sept. 14.00-15.30	88%	12%	
8	Personal Expertise	Monday 9 Sept. 15.30-17.00	88%	12%	
9	Country Group Work	Monday 9 Sept. 17.00-18.00	92%	8%	
10	Maureen McTeer National Expert Commission in Canada	Tuesday 10 Sept. 9.00-12.30	84%	16%	
11	Helen Rycraft Head of Professional Human Factors and Organisations Magnox	Tuesday 10 Sept. 14.00-17.30	40%	56%	4%
12	Dr. Judith Shamian Redesigning Health Care Systems	Tuesday 10 Sept. 17.30-19.00	80%	20%	
13	United Nations visit	Wednesday 11 Sept. 10.00-12.00	92%	8%	
14	Jessie Shutt-Aine UN Accountability Initiative	Thursday 12 Sept. 09.00-10.00	76%	24%	
15	Dr. Fariba Al Darazi Regional WHO Perspective	Thursday 12 Sept. 10.00-12.30	88%	12%	

16	Prof. Sheila Tlou Sharing Global Vision and Values in Health Systems Redesign	Thursday 12 Sept. 13.30-16.30	96%	4%	
17	Country Profile Work Presentation	Thursday 12 Sept. 16.30-18.30	92%	8%	
18	IDP presentation	Friday 13 Sept. 8.30-9.30	80%	20%	
19	Past, Present and Creating the Future	Friday 13 Sept. 09.30-11.00	88%	12%	
	Healthy activities	Monday, Tuesday and Thursday	47%*	53%*	

*** only 17 participants**