

Associate Professor Zaharah Saad extended her grateful thanks to the Global Nursing Leadership Institute (GNLI) for sponsoring one of our most accomplished nurses, Associate Professor Zahrah Saad, to participate in the program, in Geneva, in September 2010.

The Participants' selection by GNLI was based on the performances of the candidate particularly in the contribution to the development and advancement of the nursing profession in their country.

The program was a ten days' intensive workshop and for the second time organized at Château de Bossey, a small historical town 25 km from Geneva.

There were 60 applicants, from whom only 30 were lucky to be chosen. They represented 20 countries, namely, the USA, Canada, Australia, UK, Portugal, Saudi Arabia, Lebanon, Iran, Thailand, Nepal, Bahamas, Lesotho, St Lucia, Botswana, Papua new Guinea, Tanzania, Uganda, Togo, Bhutan and Malaysia.

GNLI is an organization representing the third arm of International Council of Nurses- ICN's leadership development strategy. Their goals are: firstly, to bring nursing together worldwide. Secondly, to advance nurses and nursing worldwide, and thirdly, to influence health policies. The core values of ICN are visionary leadership, inclusiveness, flexibility, partnership and achievement. These values motivate all activities, including the establishment of the GNLI.

The first annual GNLI workshop was held in September 2009 for thirty senior and executive level nurse leaders from 22 different countries all around the world. Participants had a variety of backgrounds and positions like chief nursing officers, officers from National Nursing Organizations, directors of nursing, deans, associate professors, executive officers from regulatory bodies and senior level practitioners from specialty service areas.

The aim of the second workshop was to offer an advanced leadership programme for nurses at senior level and executive positions, with the expectation that the participants will be better equipped to build strategic alliances by identifying leadership strengths and areas for improvement, acquiring a deeper understanding of global health care challenges.

This will allow participants a better position to effect positive policy change, be better equipped with strategic planning and thinking skills, be able to take on higher leadership roles nationally and globally, and develop lasting international leadership networks.

The second GNLI program involved a number of different activities and experiences, providing opportunities for leadership development, group and team learning and development sessions, which focused on some aspect of global leadership development and strategic thinking. Based on these experiences and exposure we discussed on our short term and long term action plans according to the country's needs.

#### *Immediate and long term action plan*

- Empowerment to nurses and midwives and health care workers in their roles in term of leadership.
- Translating nursing knowledge to the broader health picture.
- Introduction of simulation as essential part of teaching strategy for Nursing education and development of nursing management and leadership skills.
- To enable the application of evidence based nursing practice knowledge during the process of client care for student nurses.
- To develop diversity training and awareness in organization for effective communication and to respect cultural differences.
- Encourage interprofessional learning opportunities wherever possible.
- To support current and emerging executive nurse leaders to develop skills and experience required to function effectively.
- To help senior decision makers and public to understand the importance of having nurse executive in the health care system.
- Development of professional development workshops to train nurse educator and improve the work place environment.
- Implementation of health care governance which

includes clinical governance and control assurance across the whole health care organization to enhance the quality of health care.

- Initiation of National nursing leadership development programme to identify the gaps in existing services, develop network agency boundaries, create partnerships from alliances and articulate a vision for change.
- To unite forces in an effort to bring about greater involvement of nurses in planning, delivering and assuming accountability for the nursing component of health services at all levels.
- To engage actively in succession planning in our organization- identify, encourage, mentor and new mid career nurses who are considering a career in nursing leadership.

One of the many interesting topics was on the understanding of psychological personality and how to interpret information for personal development. The invited speakers from a variety of health and non-health backgrounds addressed health related topics with the aim to enhance global health knowledge and awareness; this includes observing key high level leadership skills and practices.

Participants were given healthy sessions in the form of jogging and physical exercises in the morning and opportunities to engage in informal discussion with guest speakers over selected lunches and dinners. Before departure they were went for a site visit as well as a tour of Geneva.

In conclusion, it was the wish of the participants to continue sharing and exchanging knowledge as much as possible so as to sustain quality nursing care delivery and continuous development of nursing education with the aim of accomplishing the action plan by the year 2015. This goal / aim could not be achieved by an individual but by collective effort and contributions from all nursing leaders such as nurse practitioners, nursing administrators, nurse educators and nurse researchers. As the saying goes *"If we want to go fast, we go as an individual. If we want to go far, we go together"*.

Lastly, our gratitude goes to the Director of Nursing MOH for giving the support and cooperation in providing relevant data for Associate Professor Zahrah Saad's to support her presentation on country's profile and nursing issues from the Malaysian perspective. MJN