The Gerontological Nursing Leadership Academy: Impacting the Future of Care Delivery and Policy

Deborah Cleeter, MSN, EdD
Amy Cotton, MSN, FAAN
Amy Berman, BSN
Claudia Beverly, PhD, FAAN
Focus on Future Needs
Global Needs for Improved Care for Older Adults

- World’s population of persons age 65 & older grows by 800,000 per month
- Persons 80 and above are fastest growing component of population
- Life expectancy is increasing
  - Japan: 84
  - Singapore: 84
  - Switzerland, Australia, Italy: 82
  - Sweden, Canada, France, Spain, Israel, Bermuda: 81
Purpose

To prepare and position nurses in leadership roles in various health care settings to lead interprofessional teams in the improvement of health care quality for older adults and their families.
Origins

- Ideas
- Conversations
- Commitment
- Reality
Academy History

Five cohorts:

- 2007 - 2008    Planning Grant
- 2008 - 2009    US
- 2010 - 2011    US
- 2012 - 2013    US
- 2014 - 2015    US & Canada
- 2016 - 2017    US & Philippines
GNLA Academy Participant Impact Across the World

- Philippines
- Canada

Fellow
Leadership Mentor
Faculty

Gerontological Nursing Leadership Academy
Leadership Development Model

- Self-awareness and Self-assessment
- Behavioral focus
- Reflective analysis
- Relationship foundation – triads
- Kouzes-Posner “Leadership Challenge”
Leadership Development Model

- Fellow
- GNLA Triad
- Leadership Mentor
- Faculty Advisor

Gerontological Nursing Leadership Academy
Three Learning Domains

• Individual Leadership Development

• Advancing Nursing Practice through an Interprofessional Team Leadership Project

• Expanding Scope of Influence: Organization, Community, Profession
Curriculum Overview

- Competitive selection
- 18 month guided leadership journey
- Two three-day immersion workshops
- Fellow & Leadership Mentor relationships
- Individual leadership development plan
- Self development
Curriculum Overview

• Faculty consultation
• Facilitated site visits by the academy faculty
• Monthly faculty led learning activities & discussion groups
• Design & implementation of interprofessional team leadership project
Curriculum Overview

- Journaling
- Evaluation of experience and project
- Dissemination of results
- Professional presentations of project outcomes and experience
Fellowship is Life Changing
One Fellow’s Journey Begins

- Purpose and Passion are not enough
- The art of hearing others (and listening)
- Self-assessment is starting point
- Commitment to self-development
- Filling up the courage meter
Leadership Development

• Leader competencies
• Kouzes & Posner five practices of exemplary leadership
• Inter-professional
  “Always/Never Care Model”
• Value of mentorship
Expanding Influence in Leadership: Organization

- Family & Gerontological Nurse Practitioner
- Director, The Center for Healthy Aging 2008
- Director of Clinical Operations 2009
- System Director, Post-Acute Senior Services & Quality 2011
- System Vice President, Patient Engagement & Chief Patient Experience Officer 2014
Expanding Influence in Leadership: National & International
Sustainability & Ongoing Impact

• Executive leadership resilience focus
• Clarity of values
• Celebrating success
• Mentorship matters
• Mindfulness
What Matters Most
GNLA Intent

Need for Global Policy Influence
Progress in Caring for Older Adults through Policy Change

The outcomes and impact of leading health system change, policy development, and practice advancements in caring for older adults will be described by Faculty Advisors and Fellows.
INFLUENCE THROUGH POLICY

Amy Berman, BSN, LHD
Influence through Policy

• Expanding scope of influence:
  – Organization
  – Community
  – Profession

• Why affect Policy?
  – Nurses’ unique perspective on care
  – Largest segment of health professional workforce
  – There can be no sustained change without policy change
The New Demographic
U.S. Projections, 65+
2010

Less than 12%
12–15%
15–18%
18–21%
21% or more

Source: 2000 U.S. Census
U.S. Projections, 65+ 2030

Aging & Health

Source: 2000 U.S. Census

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Happy Birthday

Two biggest demographic shifts:
   – Aging
   – Aging of the Aging

10,000 turn 65 each day

Pew Charitable Trust; NCHCS FastFacts
Populations are getting older

Percentage aged 60 years or older:
- 30% or more
- 10 to <30%
- <10%

2015

World Health Organization

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Policy: “Big P” versus “Little p”

• “Big P” Policy
  – Legislation
  – Policy may affect access to care, cost, quality, training, research, scope of practice

• Examples
  – Authored Letter to President Barack Obama
  – Geriatric issues raised to state and federal policymakers
  – Assumed leadership positions in national Nursing Organizations (NGNA, NICHE, Hartford ChangeAGEnts)
Policy: “Big P” versus “Little p” (cont.)

• “Little p” Policy
  – Changes in institution’s policies and procedures
  – Influence organization’s priorities
  – Improve quality and access to care and services within the organization

• Examples
  – Always/Never Events
  – Gerontological Nursing Certification
  – Nurses Improving Care of Healthsystem Elders
Need to Globally Expand Influence of Nursing
Global Aging Issues

• Care at the end of life
• Caregiver/Carer support
• Access to Geriatric-expert workforce
• Access to Palliative Care/Pain Medication
• Retirement and Disability Income
• Property Ownership
  – Health correlates to poverty
  – Women often outlive spouses
  – In many countries wife loses property when spouse dies
You Can Improve Care of Older Adults
Extending Geriatric Nurse Leadership into Global Arenas

Claudia J. Beverly, PhD, RN, FAAN
Our Goal

Healthy Aging for Older Adults
Key to Effective Leadership

Leadership and Engagement in International Health Care Delivery System and Policy Arena
Geriatric Nursing Leadership is critical throughout the world and in every country

- Legislative/Government Process different in each country: Know process and adapt
- Generate excitement and the need to know
- Know the Health Care Delivery System: Think broadly about the nurses role
Value of Behavioral Leadership Development

Personal Leadership Development

– Know thyself

– Leaders are born or are they made

– Self assessment

– Competencies
  • Social and emotional
  • Theoretical basis for leadership
Develop Cadre of Nursing Leaders Globally
Impact of Nursing Leaders on Health Systems

• Health Care is global

• Major Population needs
  – World is Aging
  – Mothers and Babies
  – Eradicate diseases--Zika
  – Provide intervention

• Systems of Care
Examine leadership roles critical to lead interprofessional teams that provide quality of care for older adults and their families across health care settings.
The Role of Gerontological Nurses in Shifting the Focus

• Two real stakeholders in older adult health: the Older Adult and their caregiver/s.

• Gerontological Nurse Leaders must move health care forward in the areas of:
  – Culture of Health
    – Prevention/Chronic Care Management
    – Culinary Culture
    – Physical Education and Activity
  – Primary care
Leaders

• Set aside individual concerns

• Pursue goals that are important for the welfare of society/group-the country, the region the world

Innovation
Where Do We Go From Here
For more information or questions, contact:

gnla@stti.iupui.edu