OVERVIEW

- Leadership shortage
- Multiple generational leaders
- Cultivate leaders
- Creating a legacy
Leadership Shortage Challenge
HIGHEST LIFE EXPECTANCY AT BIRTH:
2010-2015
TOP 10 COUNTRIES

<table>
<thead>
<tr>
<th>State/Territory</th>
<th>Overall</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Japan</td>
<td>83.7</td>
<td>86.6</td>
<td>80.9</td>
</tr>
<tr>
<td>2. Hong Kong</td>
<td>83.3</td>
<td>86.5</td>
<td>80.0</td>
</tr>
<tr>
<td>3. Switzerland</td>
<td>82.7</td>
<td>84.7</td>
<td>80.4</td>
</tr>
<tr>
<td>4. Australia</td>
<td>82.1</td>
<td>84.3</td>
<td>79.9</td>
</tr>
<tr>
<td>5. Italy</td>
<td>82.8</td>
<td>85.2</td>
<td>80.3</td>
</tr>
<tr>
<td>6. Iceland</td>
<td>82.3</td>
<td>83.8</td>
<td>80.7</td>
</tr>
<tr>
<td>7. France</td>
<td>81.8</td>
<td>84.9</td>
<td>78.8</td>
</tr>
<tr>
<td>8. Sweden</td>
<td>81.9</td>
<td>83.7</td>
<td>80.1</td>
</tr>
<tr>
<td>9. Spain</td>
<td>82.3</td>
<td>85.0</td>
<td>79.4</td>
</tr>
<tr>
<td>10. Israel</td>
<td>82.1</td>
<td>83.8</td>
<td>80.2</td>
</tr>
</tbody>
</table>

UN Dept of Economic & Social Affairs (UN DESA), July 2014
LIFE EXPECTANCY: USA

Life Expectancy - United States

- Female
- Male
- US Average
- U.S. Life Expectancy

www.data360.org
UNITED KINGDOM

Figure 2: Proportion of people at older ages, UK population mid-1974 onwards

% of total population

Age groups
- 85 +
- 75 - 84
- 65 - 74

Year
- 1974
- 1978
- 1982
- 1986
- 1990
- 1994
- 1998
- 2002
- 2006
- 2010
- 2014

Nursing is fastest growing profession:
712,000 new positions by 2020

Register-Herald, 11 May 2016
1.2 million vacancies for registered nurses
Between 2014-2022

The Atlantic, 3 February 2016
Numerous IS NOT ADEQUATE

- Rethink training models
- Focus on retention
- Review regulation
- Voice in policy
- Design effective solutions
- Need leaders
“An educated workforce + a good work environment = high quality care”

FROM BBC ONLINE

100 Women 2015
Highlighting work & challenges of nurses and midwives around the world.

BBC (2015) 100 Women 2015: Nursing in Numbers around the World
BBC (2015) 100 Women 2015: Saving Children’s Lives in the Central African Republic
BBC (2015) 100 Women 2015: Life as a Cancer Nurse in Gaza’s Main Hospital
SOLUTIONS

Support Leaders

Develop Leaders

Be a Leader
Professional Association Involvement
ICN, STTI, EFN

- Unified voice for Nursing
- Value of Nursing
- Health
- Policy
- Leadership
- Collaborative Endeavors
WHAT IS LEADERSHIP?
“A leader is one who sees more than others see, who sees further than others see, and who sees before others do."

– Leroy Eims
TO INSPIRE
We live in a world of uncertainty, but leaders must act with confidence.
WHAT IS THE ROLE OF THE NURSE LEADER?

“A GOOD leader inspires people to have confidence in the leader, a GREAT leader inspires people to have confidence in themselves.”

http://thinkexist.com/quotation/a_good_leader_inspires_people_to_have_confidence/169218.html
CONFIDENCE

• ..provides a sense of security to others.

• ..justified confidence earns you the trust of others.

• ..protects you in situations of confrontation and challenge.
ACTIONS ARE REQUIRED TO BECOME AN INFLUENTIAL LEADER.
The 21 Irrefutable Laws of Leadership

Follow Them and People Will Follow You

Foreword by Stephen R. Covey
Anyone can steer the ship, but it takes a leader to chart the course.

Maxwell, 2006
A leader’s lasting value is measured by succession.

Maxwell, 2006
We have a responsibility to develop future leaders
# GENERATIONS

<table>
<thead>
<tr>
<th>Generation</th>
<th>Born</th>
</tr>
</thead>
<tbody>
<tr>
<td>Veterans/Silents</td>
<td>Prior to 1945</td>
</tr>
<tr>
<td>Baby Boomers</td>
<td>1946-1964</td>
</tr>
<tr>
<td>Generation X</td>
<td>1965-1980</td>
</tr>
<tr>
<td>Generation Y</td>
<td>1981-1999</td>
</tr>
<tr>
<td>Generation Z</td>
<td>2000→</td>
</tr>
</tbody>
</table>

*Stanley (2010)*
GENERATIONAL DIFFERENCES

**Millennials in the Workforce - 2014**

- Millennials: 34%
- Older Generations: 66%

Source: Lynch, 2008
GENERATIONAL DIFFERENCES

Millennials in the Workforce - 2020

- Millennials: 46%
- Older Generations: 54%

Source: Lynch, 2008
GENERATIONAL DIFFERENCES
BACKGROUND & SIGNIFICANCE

- Over 400,000 nurse leaders in formal leadership positions represent the largest group of health care managers in the U.S.
- 5,800 Chief Nurses in the US leading 3.1 Million Nurses
- 17,500 Chief Nurses globally leading 19 Million Nurses

WORLD Institute 2015
BACKGROUND & SIGNIFICANCE

- Yet, the influence of nurse leaders’ personal, educational, and practice characteristics on patient outcomes has not been systematically and empirically examined.

- The exception are a hand full of studies of nurse leaders leadership style on patient outcomes, mainly in the Canadian context.

- The lack of empirical data linking nurse leaders to patient outcomes is problematic.

WORLD Institute 2015
Move evidence to action.
Towards the Development of WHO Strategic Directions for Nursing and Midwifery 2016-2020

WHO 2015

European Strategic Directions for Strengthening Nursing & Midwifery toward Health 2020 Goals

WHO 2015
Health Workforce 2030:
A global strategy on human resources for health

www.who.int/workforcealliance/knowledge/resources/strategy_brochure2014/en/
INCENTIVES FOR FACULTY TO STAY EMPLOYED ACROSS GENERATIONS

- Supportive Dean/Head of School
- Reasonable workload
- Supportive colleagues
- Adequate resources
- Manageable class size
- Work/Life balance

(Tourangeau et al 2014)
DISINCENTIVES FOR FACULTY TO STAY EMPLOYED ACROSS GENERATIONS

- Unmanageable workload
- Unsupportive organization
- Poor work environment
- Unsupportive Dean/Head of School
- Incivility in the workplace

(Tourangeau et al 2014)
Aspects to Consider When Crafting Your Journey
The leadership journey is first and foremost an intensely personal one.
Must believe in yourself and your vision.

“Vision is the art of seeing the invisible.”

Jonathan Swift
Embrace Failure as an opportunity for growth.
Self-Care

KEEP CALM
AND
TAKE CARE
OF YOURSELF
12 PRINCIPLES OF PERSONAL LEADERSHIP

- Right visionary goals
- Continue education
- Maintain your health
- Driven to achieve
- Tap your resources
- Deal with disappointments
- Balance life
- Simple diversions
- Meaningful relationships
- Know self
- Passionately positive
- Embrace spirituality
What is your legacy?
HOW REMEMBERED?

- How do YOU wish to be remembered?
- What have you learned to date?
- What do you want to learn?
- How do you convey this?

REMEMBERED IN TERMS OF...

- Significance
- Relationships
- Aspirations
- Courage

DEWITT JONES
Be the best leader IN the world?
Instead…
Be the best leader *FOR* the world.
CELEBRATE AS YOU CONTINUE YOUR LEADERSHIP JOURNEY!