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The effects of supervision through grow coaching model of first-line nurse managers at private hospitals**Onanong Tharapaisansuk, Sompan Hinjiran and Patcharaporn Aree**
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This quasi-experimental research using a pretest and posttest design investigated the outcomes of supervision using a GROW model of coaching at Bangpakok Hospital with 8 groups of professional nurses selected through purposive sampling. Two groups of subjects were used: One was a group of 24 first line nurse managers and the other was a group of 28 professional nurses. The research instruments consisted of 3 parts: (1) GROW model supervision activities, (2) a GROW model supervision knowledge test and (3) a GROW model supervision satisfaction questionnaire. The content validity indexes were 1.00, 0.97 and 0.95, respectively. The reliability coefficients of the questionnaire were 0.81, 0.94 and 0.94, respectively. Data were analyzed with descriptive statistics (frequency, percent, mean and standard deviation) and paired t-test. The main findings were as follows. For the group of first line nurse managers, the average score for GROW model supervision knowledge after training ($\bar{x}=16$, $SD=0.68$) was significantly higher ($p<.05$) than that before training. The average score for their satisfaction after the use of GROW model supervision ($\bar{x}=3.79$, $SD=0.21$) was also significantly higher ($p<.05$) than that before the use of GROW model supervision. For the group of professional nurses, the average score after being supervised with the GROW model ($\bar{x}=4.14$, $SD=0.58$) was significantly higher ($p<.05$) than before being supervised with the GROW model. The research results indicated that the new coaching model, the GROW model, resulted in knowledge development, work satisfaction, increase of work efficiency and development of teamwork in achieving the goals of the nursing organization.

Biography

Onanong Tharapaisansuk has completed her Master of Science in Nursing from Christian University, Thailand.

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