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## Nursing leadership beyond the boundaries of cultural diversity

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The importance of developing frontline nurse leaders is vital for advancing the profession and patient care delivery systems in healthcare organizations. This can be a formidable challenge when it comes to workforce planning that is dependent on nurses from diverse cultures to compensate for shortage of nurses worldwide, more so in Saudi Arabia. Most hospitals in the Kingdom recruit expatriate nurses from different countries across the globe that have limited knowledge about Saudi culture and can find it daunting while adapting to transcultural differences and organizational cultures. This often leads to a breakdown in professional relationships that can inevitably unsettle the working environment and compromise quality patient care. Although healthcare systems vary from country to country, nursing is universal and requires a cohesive approach that unites nurses to have one voice on challenges that affect their practice and patient care. It is therefore, incumbent upon healthcare organizations to establish a robust recruitment and retention plan that helps to promote staff satisfaction through integration of nurses from different racial and cultural backgrounds. Research findings suggest that without the attention to diversity, healthcare practices of clients and quality of health care will diminish. Having realized the depth of this constantly emerging challenge, we adopted a new management style that would provide support to empower frontline nurses and ultimately build capacity to revolutionize nursing at SFHP (Security Forces Hospital). This presentation will provide an overview of how transformational leadership can have a direct impact on developing frontline nurse leaders to adapt to an increasingly culturally diverse working environment.

### Biography

Ms. Nada S. Massoudi is a BSN Registered Nurse holding a Master of Science in Medicine (Infection and Immunity) from Sydney University with a Postgraduate Diploma in Nursing Leadership and Management. She is the Director of Nursing at Security Forces Hospital Program in Riyadh, Saudi Arabia, a Canadian Accredited Organization. During her tenure she established and led the Infection Control Department. In 2014 she started the Magnet Journey towards nursing excellence and implemented the Shared Governance structure in the Department of Nursing. Ms. Nada was an active member of the Nursing Board at Saudi Commission for Health Specialties and was a core team member in developing the Infection Control Postgraduate Diploma. She also contributed to developing the Cervical Cancer Guidelines in Saudi Arabia under the Saudi Center for Evidence Based Health Care. And was a Co-author of the 101 Global Leadership Lessons for Nurses. She is the first recipient of the DAISY Nurse Leader Award in Saudi Arabia. She presented at several national and international conferences. Her goal is to continue the progression of Nursing Saudilization Program within her organization and across Saudi Arabia.

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