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Changes are inevitable but are we expected to change the culture of our clinical environments too?

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Changes are inevitable. Life is full of changes and most are beneficial. If there weren't changes we would still be lifting patients, writing all documentation in our notes, blasting patients with bigger doses of radiotherapy that are needed, guessing patients diagnoses rather than knowing from MRIs and PET scans and waiting months for delivery of results. There would be no emails, (there may be a cheer go up with that one) no improved practices for our patients, no improved journeys for our patients. Change in health is particularly helpful and we need to embrace not groan when change is suggested and we need to implement with a positive attitude to engage our staff and hence change the culture to an accepted part of our roles. Leading a positive culture or changing culture whilst implementing change of practice should go hand in hand but really this is a difficult road even for the well weathered Educator. Can we change peoples' actions and attitudes? Is this even possible? Congruent Leadership is when leadership occurs without the person being aware that they are being followed, but due to their values and beliefs others choose to follow, as their attitude to life is admirable. Many registered nurses display this kind of leadership, as they holistically care for their patients and when genuine it displays a positive attitude and colleagues respect and chose to follow. This type of leadership encourages a positive culture amongst colleagues.

Biography

Jennifer Andresen has completed her Masters in Clinical Teaching and has Post Graduate certificates in Pediatrics, Oncology and Palliative Care. She is the Educational Consultant at Manly Hospital based with the Centre of Education and Talent Development with Northern Sydney Local Health District. She has worked for 28 years in the clinical areas.

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