

Nursing Leadership for HFA 2000 A.D.

Ms. Prem Mehra, Associate Professor, National Institute of Health and Family Welfare, New Delhi, and Course Director, writes:

NATIONAL Institute of Health and Family Welfare, New Delhi conducted the first course on 'Nursing Leadership and Intermediary Level for HFA 2000 A.D.' from March 1-30, 1988. It was inaugurated by Prof. J.P. Gupta, Director, NIHFV on March 1, and concluded by Dr. (Mrs) Ira Ray, Addl. Director General of Health, DGHS, on March 30, 1988 by addressing the participants and distributing certificates.

The course was attended by eleven senior educators, administrators and District Public Health Nursing Officers from Assam, Chandigarh, Delhi, Haryana, Madhya Pradesh and Maharashtra.

The general objective of the course was 'to promote managerial Leadership in Nursing to achieve the goals of HFA with special focus on Family Welfare'.

The specific objectives expected that by the end of the course the participants would be able to:

(a) appreciate the significant role nurses play to achieve the goals for HFA through primary health care approach with reference to family welfare;

(b) demonstrate leadership skills in Nursing Education, management of Nursing service to direct them to bring about planned change for HFA;

(c) solve problems encountered in carrying out Nursing functions inherent in primary health care.

The first week was devoted to discuss the National Health Policy and the strategies evolved for the Seventh Five Year Plan to reach the goals of HFA. Health planning including demography, epidemiology, budgeting, health manpower and the studies related to Dais, health guides, MPW/

ANM and professional nurses were discussed.

The second week stimulated the participants to look into themselves. Individual and group personality profiles were presented. Leadership style of each participant was identified. Ways and means of developing Nursing leader's image, building and utilising power, directing planned change for development of an organisation and conflict management were discussed. The problem solving skills were enhanced through group games, role play and video.

The third week led to a discussion over present Nursing situation from the grassroots to the State level. Paucity of Nursing leadership was identified at every level. Strategies to strengthen leadership in Colleges/Schools of Nursing, hospital service and community health settings by improving coordination between education and service, various disciplines of health team and sectors were the concern of nurses. For effective coordination, collaboration and cooperation the communication skills at interpersonal level were identified as the key to success. Both verbal and silent language of face, body and voice were emphasised to become effective leaders.

Participants got the opportunity to meet other participants (women lawyers) of the seminar on 'Legal Rights of Women' and see the film *My Name is Sister*. They visited Najafgarh, the first primary health centre and now CTI, TNAI Hqs., rural division of Health Ministry and some visited Indian Nursing Council and WHO as per their need.

The final week concentrated on management of Nursing Education, Service and Research at every level. Group work generated constructive thinking in solving the problems. Heterogeneous group of educators, administrators and public health officers developed mutual respect and under-

standing for the problems of each other and realised the need to support one another for the mutual goals to be achieved for HFA. The group envisaged individual or multicentric research studies in Nursing and the urgent need of stimulating ongoing and inservice education for nurses to ensure quality health care and generate Nursing knowledge. They decided to take up innovative experiments in thrust areas of health through education and service in their respective states/institutions. The participants recommended this course for all the senior nurses. They found that their horizon was widened to develop their potentialities to achieve the goals of HFA, irrespective of their placement. Such leadership skills must percolate down to the level of Dai and Health Guide to motivate community participation.

Dais, HG, MPW/ANM, HV and professional nurses are the reservoir of power to bring about planned change to achieve the goals of HFA. It will all depend on motivational skills nurse leaders exercise at each level.

It is imperative that the senior nurses equip themselves with SKILLS of managerial leadership, display active participation in decision making by expressing their interest and concern about the quality of health. In other words the nurse leader must ASSERT her rightful place in the National Health and Development matters.

Eighteen candidates were sponsored, only eleven took the opportunity to attend. In addition three names could not be accommodated since the course had been already started and six states/institutions informed they could not sponsor due to financial constraints this year.

The second course is scheduled at NIHFV, New Delhi, in September 1988. Senior nurses may like to plan their activity calendar to avoid last minute disappointment.