



EFIHL

Executive Fellowship in
Innovative Health Leadership

ASU College of Nursing
and Health Innovation
Arizona State University

AONE
The Voice of Nursing Leadership™

 American Association for
**PHYSICIAN
LEADERSHIP**
Inspiring Change. **Together.**



Growing Advanced Practice Nursing in the UAE

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About the Fellow



3 things I'd like you to know about me-

- *My cats Frank & Lola are named after Jimmy Buffett tune*
- *Tulips & Winnie the Pooh make me happy and remind me of my grandmother*
- *I believe in Social Justice- Paul Farmer is one of my hero's*

Role of faculty/mentor



Clear understanding of mentee's goals & project with assessment of skills & needs of mentee- then

- Share knowledge/role model
- Guidance & advice
- Motivate & encourage
- Network/build connections
- Evaluate & provide feedback

“Every great achiever is inspired by a great mentor. Every individual must be given the opportunity to unearth his/her highest potential.”- Lailah Gifty Akita

My definition of Innovation- Multifaceted

- Creativity- critical competency for a leader
- Vision- know it, share it
- Take a risk- recognize a different point of view
- Be vulnerable- ask questions
- Known when to be disruptive

“The transformational leader will see the world with a new vision, break old rules, discover or create new ones & thrive in the paradoxes of complexity” Porter-O’Grady & Malloch

My “Ah hah” moment about innovation: what I’ve learned about leading innovation

- As leaders we encounter many different challenges that test our ability to effectively lead.
- Knowing that innovation efforts often fail- you have to create a safe environment for trial and error.
- **It is important to have a sense of humor, lighten up, find wit and warmth where you can and share.**
- Showing the human side of innovation...tell your story...

Description of project

- Opportunity to bring Advanced Practice Nursing to Abu Dhabi; correlates with the UAE plans for growth of healthcare infrastructure and population health management.
- UAE Nursing and Midwifery Council has focused initiatives on enhancing the attractiveness of the nursing profession including developing a framework to increase specialization and advanced practice within the UAE.
- UAE Vision 2021 includes overall growth of nursing workforce by 50%.
- Health Authority of Abu Dhabi priority includes emphasis on increasing the number of Emiratis in the health professions, including nursing.
- UAE Vision 2021 plan includes shift to a knowledge-based economy, and significant reductions in disease burdens and deaths from cardiovascular disease, diabetes mellitus, obesity, and smoking.

Proposed Impact of Project

- **Agreement with supervisor/sponsor**
- Develop a roadmap for the introduction & growth of APNs that correlates with UAE Vision 2021 plan & UAE Nursing and Midwifery Council
- **Anticipated outcomes**
- Develop UAE scope of practice for the Advanced Practice Nurse
- Develop framework for CCAD that outlines the practice of APNs using Ohio Scope of Practice and HAAD regulations

Innovation Steps of Project; interprofessionalism, external experiences

- UAE Nursing and Midwifery Council Specialization Committee
- Cultural barriers
 - Image of nursing
 - lack of career advancement
 - Work hours
 - Family/cultural prohibitions
 - Cultural barriers within the committee
- Mentor/sponsor with higher education opportunities
 - Fatima College of Health Sciences
 - International post-graduate internships/training

Project Accomplishments

Current status/ Next Steps

Current Status

- Ohio Scope of Practice
- 9 APNs & 2 Pas
- Credentialing/privileging & collaborative practice agreement
- Protocols/guidelines
- Education of role & marketing

Next Steps

- Continue recruiting/hiring
- Peer review
- Reimbursement
- Precept of students
- Research
- Outcomes management
- Publication

What will I do differently with what I've learned

- Compare healthcare to other industries
- Trial and failure is OK
- Create a culture of disruption
- Create a culture of innovation
- Innovation = empowerment

Fellowship experience translated to work environment

- Enhance effective leadership skills
- Skills development in the use of innovation in the healthcare environment
- Empowers you in your organizational environment

Here's my elevator pitch about being a healthcare leader in innovation

Being successful in today's healthcare requires leaders to have the ability to lead effectively in a changing environment.

The ability to lead effectively requires a leader to:

- *Understand the need for change*
- *Create the vision and roadmap for the change, and*
- *Influence by overseeing the successful implementation of the change*

Pooh- "never stop exploring"

Suggestions/recommendations for future fellowship experiences

- U.S. cross-cultural experience of immersion with non-healthcare startups priceless...consider international
- Increase discussion/exposure on human design in healthcare
- Case studies of successful projects/failures with lessons learned or even journal reviews with online discussions
- Culture- more discussions on creating an environment that is safe and promotes trust

