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