

THURSDAY 16 SEPTEMBER 1999

## Interactive Sessions

171

Abstract not received.

172

### Surviving changes in health care

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The millennium comes to the end. The historical, social, political, cultural, economic factors undergo the continuing process of change. Also nurses experience professional and individual change of identity. How nursing will look after the year 2000? Shall we adjust or perhaps object the health care change? To support the ongoing reform or to fight with the "all mighty" cost-effectiveness?

Nurses do distinguish the very own perspective from purely psychological, physiological, or biomedical views and because of that the unique and privileged place of nursing exists. However this has not much or not enough influence on today health care practice. As holism is firmly established in nursing theory and practice, nurses should be leaders of positive change so it will not remain ideal. Entering the third millennium we should look for the new visions and hopes. We need to articulate of alternative approaches to health promotion, restoration, and even curing practices based upon the primacy of caring.

New evolving forces: tender loving care and tender power, both based upon the spiritual development of a human being (nurse as person and as a professionalist): Is these true or myth? Is holism just enough? Is care and support for human being possible to practise without deep understanding of ourselves in regard to spiritual sense of a human life? The critical question of how this perspective would affect health care practice, caring and curing should never be far from ours mind.

173

### Post-Basic Courses in Cancer Nursing – The impact of continuing education

Irène Bachmann-Mettler. *oncology service, Kantonsspital, St. Gallen, Switzerland*

For more than ten years formal continuing education courses exists in Germany and Switzerland. The aims and contents of this courses are based on the Core Curriculum of the EONS.

It is time to evaluate the impact of this form of professional education:

- Are the skills and attitudes of the students improved and changed?
- Does it makes a difference in the quality of patient care?

In a qualitative study (Bachmann 1995) 20 cancer Patient were interviewed about the impact of the care delivered by experienced nurses. From the 30 nurses working on the two oncology wards, were rite interviews had taken place, 12 nurses were identified as experienced oncology nurses. 8 of this nurses have absolved the continuing education in oncology care.

The results of the interviews were categorised in following themes:

- Expert skills and competences (therapies, information)
- Social competences (communication, counselling)
- Management of the patient care

In the workshop we will discuss the results of this study and the experience of nurses who have already absolved a Post-Basic Course in Cancer Nursing. Oncology Nurses can demonstrate that continuing education makes a difference in the quality of cancer care.

174

### Leadership in cancer nursing care

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**Background:** Nurse leaders are well informed and positioned to strategically direct change for improved patient outcomes (Christian and Norman 1998). Developing nurse leaders in cancer care requires a multidimensional approach (Smith and Ferguson 1995). Since leadership is a function of perception nurse leaders must nurture creative, innovative behaviours (Smith 1995). Successful leaders recognise the need to constantly sharpen and develop their leadership behaviours. Learning and practising new behaviours and techniques will support them in effectively discharging their roles in practice and policy worlds.

**Purpose:** The aim of this workshop is twofold: 1) To engage participants in creating a composite group profile of an effective cancer nurse leader. 2) To support nurses in reviewing and developing individual leadership behaviours to enhance their capacity to lead cancer nursing care.

**Activities:** Participants will be encouraged to:

- Review six functions of leadership using an adaptation of an assessment tool: Leadership Effectiveness Analysis™
- Create a composite group profile
- Reflect on individual leadership behaviours
- Test out new techniques and skills in thinking and acting as leaders
- Develop strategies to continue to practice new behaviours in their work place
- Construct action plans to guide their development

**Conclusion:** The workshop will provide an opportunity for participants to take part in a taster, session of this leadership assessment tool. They will build a group profile of an effective cancer nurse leader and most importantly, enjoy learning new techniques in a safe, experiential and fun way.