

PERSON-CENTRED PRACTICE FOR NURSE LEADERS. LEARNINGS FROM A PILOT COURSE

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Introduction

Development of person-centred practices and cultures within healthcare has increased focus both national and international. At Zealand University Hospital in Denmark (ZUH), we are working strategically with developing person-centred practice (PCP). If PCP are to become culturally embedded in an organisation, leaders have a pivotal role to play in order to legitimise and secure conditions that are aiming to support a healthful culture for all. However, this role is demanding and assumes a solid level of knowledge regarding PCP. On this background, a pilot course in PCP- development for nursing leaders in a department at ZUH was established.

Description of the course

As no internationally person-centred leadership curriculum existed, the course took its point of departure in Cardiff's definition of person-centred leadership (2018) and was organized inspired by action learning and the PCP-framework, described by McCormack and McCance (2017).

Results, conclusion, perspective

The participants provided a favourable assessment of the course. They expressed that they had acquired valuable insights, practical knowledge, and tools related to PCP, PCP leadership, and their own roles as leaders. However, they also identified a need for additional support, both at the organisational and relational levels, before feeling capable of effecting tangible changes in their leadership practices. Despite ZUH's efforts in implementing PCP and fostering a PCP-oriented culture since 2015, transforming actual practices and organisational culture remains a highly intricate process. Person-centred leadership, characterised by its complexity, context-dependency, relational dynamics, and fluidity, cannot be fully reshaped within the confines of a mere three-day course. Nevertheless, such a course can serve as a valuable starting point.

Ref: Cardiff S. . McCormack B. & McCance T (2018). Person-centred leadership: A relational approach to leadership derived through action research. Journal of Clinical Nursing.
McCormack B. & McCance T (2017). Person-Centred Practice in Nursing and Health Care. Theory and Practice. London: Wiley-Blackwell

