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Nurse practitioners perceptions on leadership and research [slides]

Mary Ryder
Edith Cowan University

Elisabeth Jacob

Joyce Hendricks

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Nurse Practitioners perceptions on leadership and research

Mary Ryder, RANP, RNP,

Supervisors Associate Professor Elisabeth Jacob and
Associate Professor Joyce Hendricks

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Background



NP Solution
to spiraling
costs



Researching
outcomes of change
contributes to
healthcare
knowledge

Leadership and
Research are core
components of NP role



Implementing
change requires
leadership



NP Role in IRL and AUS
is highest clinical
nursing role. Similar
framework.

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Aims



- To explore Irish and Australian Nurse Practitioners (NP) understanding of leadership and research in their roles.
- To explore how NPs implement leadership and research into their roles.
- To identify opportunities and barriers to leadership and research in the NP role.

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Methods

A qualitative inductive research methodology, using an interpretative descriptive approach. Inductive methodology was used to bring meaning to the phenomena through the subjective views of participants.



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Data Collection



How do NPs implement leadership and research in nursing? Is there a difference in how leadership and research are demonstrated between NP in Ireland and Australia?

Item	Topic
1	Examine NPs perceptions of leadership within their role <ul style="list-style-type: none"> a Explain your understanding of leadership in the NP role? b Describe an incident where you were able to or should have been demonstrate leadership in your role as a NP c One of the roles of NP is to bring about change s in health care—Can you give me an example of how you have fulfilled this? d Can you give me an example (s) of the opportunities and challenges you have encountered when fulfilling the role of change agent in health care?
2	Examine NPs perceptions of research within the NP role <ul style="list-style-type: none"> a Explain your understanding of undertaking research in the NP role? b Describe an incident where you were able to or should have been demonstrate doing research in your role as a NP c Research is a part of the NP's role. What is your understanding of the type of research NP's should undertake? d Have you been the principal investigator in any research? If so what type? e Can you describe opportunities and barriers you have encountered to doing research; and; how can NPs maximise or overcome these? f Do you think NPs have a role in sharing the findings of research they are doing? If so how do you feel this should occur? g Describe your understanding of NP's research leadership



Lacono et al., 2016; Ward, Gott, & Hoare, 2015; Oltmann, 2016; Guest et al 2016; Clark et al., 2017



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Data Analysis

Phase	Application of steps
1. Familiarisation with data	The researcher conducted the interviews but became re-familiar with the data listening to the recordings and jotted down initial thoughts and ideas whilst transcribing, editing and verifying transcripts. Verified transcripts were shared with research supervisors
2. Generating initial codes	The researcher exported the transcripts to NVIVO for Mac (11.4.3) software and began to manually generate initial codes whilst re-reading transcripts using an inductive approach where codes were generated without a pre-existing framework
3. Searching for themes	Visual hierarchy charts of collated codes and were explored using NVIVO software and maps of potential themes were generated
4. Reviewing themes	Two primary themes were identified as the overarching focus of the interview questions was leadership and research; however, additional major themes were also present All identified themes were explored and searched in the hierarchy charts exploring the codes and sources and the dataset as a whole Thematic maps were produced of themes, codes and their relationships Themes were reviewed, discussed and agreed with research supervisors
5. Defining and naming themes	Ongoing review of codes and individual datasets refined the themes and provided clear definitions for each emerging theme. When the analysis of each data set was completed, the themes were compared across all data sets. The process was completed and validated with research supervisors

Ryder et al (2019)

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Results



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Innovative Leadership

- More than just leadership: capabilities at adapting skills and experience to change services

"What we're doing at the moment is we're trying to setup transitional services" IRL 4

"I've just introduced a new model of care" AUS 3

- NP work: autonomy and independence

"I have total autonomy, I see my own patients, I make my own diagnosis, I prescribe my own medication." AUS 4

- Clinical Focus: Improving patient experiences

"I think we lead in terms of developing care pathways and practices" IRL 5

- Trailblazers: Pioneers and breaking traditional mould of nursing

"the role is that bit different, you are straddling the two roles." IRL 3

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Research

- Research Role: Very mixed response

"I couldn't face doing any research now." AUS 5

"Its audit and change of practice that absolutely counts." IRL 2

"We do research all the time really" AUS 2

- Research Challenges: Confidence

"Over time I will pluck up the courage" IRL 2

"I think of ethics and instantly I'm like...I'm done" AUS 3

- Research Opportunities: A desire for support

"it made a massive difference to me to be working with people who were research minded" IRL 1

- Research Leadership

"I guess leading the way" AUS 1

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Resilience

"the ability to persist in the face of challenges and to bounce back from adversity" (Reivich, Seligman, & McBride, 2011, p. 25).

- Resistance: Generally from nursing

"nurses have a reputation for eating their own young" AUS 4

"Seen as a trouble maker, seen as pushing the boundaries" IRL 3

"we don't fit in to typical management structures." AUS 4

- Isolation: Often sole practitioner

"I just felt very isolated" AUS1, IRL1, AUS 2, AUS 4, IRL 4

- Positive Support: Gradual acceptance

"They are gradually buying in." IRL 2

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Optimism

- Pride in achievements

"I've changed quite a lot in the last couple of years" AUS 3

"Developing the DVT pathway and taking leadership on it and driving it forward" IRL 5

- The future of the NP role

"I think the time has come for us to be a little bit more vocal on the political side of things in terms of how services are constructed, what the possibilities are for nursing within a new health service and where we have the vision for nursing to go." IRL 3

- Continued Innovation

"We're pushing forward with that pathway all the time and now the next step" IRL 5



Conclusion



Participants identified themselves as clinical leaders focused on direct patient care.



The NP role was misunderstood.



Support from nursing academics and management was identified as a research opportunity.



Confidence in research abilities was a barrier to research.



The NP role was similar in Ireland and Australia.

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Thank you
Mary Ryder
mary.ryder@ucd.ie

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