

# EDUCATION PROGRAM

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## Introduction

At Aboujaoude hospital we believe that investing in young nurses and midwives is essential for improving health and quality of care. By joining the Nightingale Challenge we enable them to maintain and enhance their reputation, and they will benefit from global attention through the Year of the Nurse and the Midwife, 2020.

This program is a mix of formal courses, mentoring, TED talks, and learning from the experience of other professionals. Nurses and midwives are a core in any multi-disciplinary team. By raising their profile and status we can advocate for a safer and healthier care.

## Outline

### Module 1

1. Introduction to team work
2. Communication and listening
3. Management, leadership, self-assessment
4. WHO sustainable development goals
5. Mentorship, emotional intelligence
6. Organizational culture, climate and environment
7. Quality improvement, quality assurance, vision, mission, goals
8. Change planning and implementing
9. Developing a team project in pair with members from executive departments
10. Open Session: Report back on progress and sharing of learning experience with other nurses

### Module 2

1. Social capital, negotiation skills
2. Organizational politics
3. Lebanese health laws and regulations
4. How to influence and work with politicians, visit to the parliament
5. Change management

6. Finance and budgeting, interactive session with management staff (finance & quality)
7. Succession planning
8. Individual development planning (IDP)
9. Seminar with a prominent nurse to provide tips on how to succeed in leadership roles
10. Open Session: Report back on progress and share the learning experience with other nurses.

**Module 3**

1. Presentation of the teams projects
2. Evaluation of the IDP
3. Special visit the Minister of Health so that nurses could have a chance to learn about the policy making process and share their experiences at the front line
4. Program evaluation
5. Initiate a rolling program of board secondments – whereby a number of young nurses and midwives are seconded to the board of the organization three months.

	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>
Module 1	←→			
Module 2		←→		
Module 3			←→	
Program evaluation			←→	
Rolling program				←→