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Program: 2019 – Leading Improvement for Transformation (LIFT)

Nightingale Challenge Program: Facilitation Development Program (Date TBA)

1. What motivated you to join the Nightingale Challenge?

I really wanted to be a part of something. I've been nursing for a while now and my role is quite autonomous and can be isolating at times, so I thought it would be a great idea to be a part of something bigger that can affect change in the organisation. It was great timing because I was really interested in joining a leadership program so this was the perfect opportunity to join the Nightingale Challenge as well to be a part of a collaborative or a team.

2. What are you hoping to get from your leadership program? How have you begun to achieve this so far?

I joined the LIFT program because I really wanted to begin to step outside and build a network with people that I don't work with every day. It's been great because I'm getting to learn from people in different roles and levels of experience both inside and outside the organisation. This has been really important as it helps to spark creativity and innovation and helps me to see the bigger picture. This helps to keep my role fresh and exciting. I can grow in my role.

This program has really helped me to take so many leadership tools and tricks back to my role from learning from people in so many different roles. This has helped me build my own recipe to develop my own leadership style and grow as a person.

3. How do you hope to influence nursing and midwifery at your site/unit? How do you think this might translate on a global scale?

These tips and tricks helped me to begin and improve my “Wound Care Warrior” Program. It helped me develop change management skills and to engage with the participants to keep them engaged in the program through to completion, and the program has grown since its beginning as a result.

I think developing leadership in nursing and midwifery can have a huge impact on the global scale. Sharing our practice with leaders from other countries can have a positive effect as we can learn from each other and we can use this knowledge to enhance our influence as a group. Knowledge is power and the more we share the more we can improve our services.

4. How can nursing and midwifery leaders support your leadership development?

Our district is so supportive of leadership development. I have been given lots of opportunity with SESLHD, I’ve always been supported to attend workshops and webinars, so I would say, keep doing what you’re doing! Ensuring people have the time and resources to attend leadership development opportunities.

I’ve also had an amazing mentor. When I came into this role I often got told to “Make it your own!” but I didn’t know what my leadership style was. This person helped me to look inward to find out what type of leader I could be. She really had insight into my leadership style and helped to really look at my leadership practice. She’s used feedback to help me really grow and develop in my practice and it’s so important for me to have an outside person to help me grow and develop.