

Knowledge for caring science - leadership and clinical wisdom

Lisbeth Uhrenfeldt, RN, BA, MScN, PhD,
The Hospital Research Unit Horsens and School of Public Health, Aarhus University Denmark

www.regionmidtjylland.dk

Today's presentation

- Purpose, method and findings from the previous study
- The dimensions of a European profile of caring science
- Findings through revisiting the previous study based on thoughts from European Academy of Caring science.

2 - www.regionmidtjylland.dk

The previous study- a framework

Based on a framework mainly inspired by:

- German philosopher Hans-Georg Gadamer (1900-2002)(Gadamer 2004) specifically on discernment and interpretation
- Hannah Arendt's (1906-1975) work (Arendt 1971) on the ability of human beings thinking
- Patricia Benner's work on caring as primary (Benner and Wrubel 1989).

3 - www.regionmidtjylland.dk

The study purpose regarding leadership

- *How do proficient first-line nurse leaders (or charge nurses) experience their leadership practises?*

4 - www.regionmidtjylland.dk

Method

- Double interviews based on two separate semi-structured interview guides.
 - The first interview: 13 questions,
 - The second interview (4-6 weeks after): 6 general questions, and additional individual questions

Findings

- It was found that first-line nurse leaders (FNL) showed caring leadership through their: 1) Assistance, 2) Dialogue, or 3) Aim for development
(Uhrenfeldt 2007, Uhrenfeldt & Hall 2009, Uhrenfeldt 2011).

Caring



European profile of Caring Science

"Caring practices are in danger of being commodified within an increasingly instrumental 'audit culture', as practices are being guided more and more in instrumental ways" (Galvin et al 2008, Galvin 2010: 169).

Method: A second interpretive step

- Data is revisited through the lenses of lifeworld led care with focus on four dimensions of caring science: Intersubjectivity, temporality, spatiality, and embodiment (Galvin 2011).



Edmund Husserl
(1859-1938)



Maurice Merleau-Ponty
(1908-1961)

Method: Interviewguide 1: Question 3

- Please describe to me a situation or an episode, that made an impression on you, and that you find demonstrates what your work is all about?



Method: sample



- First-line nurse leaders of both gender, from two different types of hospitals: a major university hospital, and a smaller regional hospital.
- FNL 's median age of 47 (range 40-63) with a median of six yrs of leadership (range 3-19) in current position.
- FNL in charge of an operating theatre, outpatient department, surgical, medical, intensive and paediatric units.
- The study met the criteria of The Ethical Guidelines for Nursing Research in the Nordic countries (SSN)
- Interviews were away from the wards in the working hour.

Mining in First-line Nurse Leadership: Findings

- Intersubjectivity
- Temporality
- Spatiality
- Embodiment



Findings & discussion: Intersubjectivity

- Together the four stories inform us of the caring concern, FNL´s identify in the area of intersubjectivity.
- Details shows us the FNL´s specific discernments, thinking, responsibility and action, all elements of what Benner and colleagues in 1999 described as a practice with clinical wisdom.
- The caring attitude identified in the first analysis is found among the FNL, in the second analysis, when they address the need to "nurse" the staff" and by addressing the patients specific needs for the leading consultant.

Findings & discussion: Temporality

- The FNL´s ethical concern is the reason why she places the mother of the sick child in the foreground and the women's job as a nurse in the background. She understands the importance for this woman to be at both places to be able to serve and to attain energy from both roles.
- The FNL´s caring attitude comes through when she argues about the necessity of this decision.

Findings & discussion: Spatiality

- It is meaningful for the FNL to support a staff member who seek to fulfil two important roles in the society at the same time: as a mother and an experienced nurse.
- The FNL acts supportive with a caring attitude even though she questions why the staff finds some types of clinical nursing quite demanding.
- The ethical concern is lived by the FNL through the balancing act of having sickness leave interviews that focuses on both the aim of the sick individual and the aim of staff and ward in general.

Findings & discussion: Embodiment

- The FNL gave additional information compared to Galvins thought about caring nurses use of "head, heart and hands" (Galvin 2010), this leader talks about "head, heart and legs or foot".
- The "legwork" is meant as a kind of negotiating between different parts or introducing new thoughts through different approaches, but it is also informing us about how busy a FNL is,
- If she aims to dig into both clinical issues, staff topics and be part of general organizational development, then the FNL needs to do "legwork"

In conclusion

- The second analysis brings in new knowledge for caring science that can further develop the first conclusion by specifically addressing the intersubjectivity, temporality, spatiality and embodiment.
- Based on this knowledge I will continue revisiting the data from the FNL 's to obtain a deeper insight in their caring concern and attitude.

▪ **Thank you for your attention!**

- Questions?