

Issues Affecting Healthcare Leadership in the Multicultural Setting

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Health Administration Capstone

MHA 5020

Proposal Outline

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Executive Summary :

The research into the challenges and issues affecting leadership in the multicultural setting is essential in focusing on the role played by leaders in the contemporary community. It is essential in considering the role played resources and entities essential to fully understand and increase operational effectiveness. It is essential and ideal in conservation of the matters affecting nurses in the field of nursing such cultural changes and differences in the community. It is important to use the field of nursing such as changes in performance, operational effectiveness and cultural affiliations associated with nurses and how these influences the performance of nurses in healthcare management.

The research will focus on the challenges nurses face in the different multicultural setting and how often it is useful to have proper leadership strategies. The entity and resources will focus on different ideas such as managing and increasing operational effectiveness to meet the foundation of healthcare and conservation of ideally concepts such as nursing motivation and integrating nursing activities. Leadership creates the role to communicate and enforce different policies such as a common language to help in nursing and motivation of nurses in the contemporary community. It is important to research and study on the emerging issues such as healthcare workers from the diaspora and the European nations to understand the changes in leadership and cultural competency.

The research uses the secondary data from different previously reviewed samples to influence, inform and develop different instances such as organizational leadership in the contemporary community and what it means to improve and educate nurses and leadership from its managers. The finding is a descriptive analysis with secondary data presented through tables and charts to help visualize the quotient number of nurses in the urban based projects and systems.

Introduction:

- I am examining the issues and challenges facing leadership of nursing workforce in a multigenerational setting, based on Sherman (2006), differences in the nursing workforce in the contemporary community have had negative effects rather than positivity in the nursing field, hence, it is important to study the emerging issues, challenges and solutions to curb the cultural differences in multigenerational workforce.
- I will examine the secondary data and will assess the data by employing the different researches conducted in the United Kingdom and United States of America, about the nursing retention rate and the cultural diversity nurses in the nation's institutions.
- The project will add value to the nursing association by determining the challenges and issues affecting cultural diversity in the field of nursing and healthcare.
- This project aligns with my professional interests and career goals by understanding how to overcome the cultural differences in the nursing field.

Statement of the Problem:

The field of nursing in the contemporary community faces different challenges such as poor working conditions, cultural differences, poor leadership and discrimination due to different ethnic origins and governance. These challenges especially leadership in different cultural settings affects the nursing community. The problem stems from the lack of leadership resulting in poor nursing and healthcare services. This is a common challenge and problem facing nurses from different multigenerational backgrounds. Hence, it affects leadership and nursing services in the contemporary community.

Background:

- AbuAlRub, R. F., & Nasrallah, M. A. (2017). Leadership behaviors, organizational culture and intention to stay amongst Jordanian nurses. *International Nursing Review*.

The authors focus on developing a comparative understanding on the impacts and how behavior changes of nurse leaders in different institutions in Jordan influences their performance. It is a cultural understanding of the resources and importance of understanding the different challenges and impacts nurse leadership entails. It also focuses on the power and authority given and presented to the role of organizational changes.

- Allan, H. T., Cowie, H., & Smith, P. A. M. (2009). Overseas nurses' experiences of discrimination: a case of racist bullying? *Journal of Nursing Management*, 17(7), 898-906.

The aim of the research and study is to conduct a positive consideration on the changes and issues affecting proper culture in the workplace. A common issue is to check and elaborate on the issues affecting and essential to influence and encourage the different issues nurses from different cultures face in the contemporary field of nursing in the society.

- Hardacker, C. T., Rubinstein, B., Hotton, A., & Houlberg, M. (2014). Adding silver to the rainbow: The development of the nurses' health education about LGBT elders (HEALE) cultural competency curriculum. *Journal of nursing management*, 22(2), 257-266.

The application of different programs with a natural focus on the growth and development of cultural integration based on different health education in the workplace.

- Manongi, R. N., & Marchant, T. C. (2006). Improving motivation among primary health care workers in Tanzania: a health worker perspective. *Human resources for health*, 4(1), 6.

It is a consideration into the third world communities and how it is important to define the different challenges nurses face in the community. A considerable understanding and focus on the value, role and consideration critical to support overall generation for performance and quality services.

- Segrott, J., McIvor, M., & Green, B. (2006). Challenges and strategies in developing nursing research capacity: a review of the literature. *International Journal of Nursing Studies*, 43(5), 637-651.

It is comparative approach into the role of nursing challenges and the different resources applicable to increases research in nursing fields. It is through the different theoretical frameworks such as adopting a diverse curriculum to educate nurse leader and healthcare managers on the importance of making progress through proper leadership strategies.

- Sherman, R. (2006). Leading a multigenerational nursing workforce: Issues, challenges and strategies. *Online Journal of Issues in Nursing*, 11(2).

The aim of the research is to focus on the differences in the cultural setting and use these many challenges as the foundation of coming up with different solutions. It is using the different cultural differences as a resource to influence motivation and help leaders in the nursing field to develop and expand towards a global community of nurses.

- Xiao, L. D., Willis, E., & Jeffers, L. (2014). Factors affecting the integration of immigrant nurses into the nursing workforce: A double hermeneutic study. *International Journal of Nursing Studies*, 51(4), 640-653.

The challenges affecting multicultural nurses includes different issues such interpersonal communication challenges, conflicts in the workplace, discrimination and bullying. Sometimes cultural diversity collides with traditions and diversification of the modern community. This influences and affects the balance of the society and its nurses towards a productive nursing field.

Client Needs Assessment:

The US Department of Health and Human Services, and Health Resources and Services Administration have come up with different programs to support cultural diversity in the field of nursing. For instance, Health Education about LGBT (lesbian, gay, bisexual and transgender) Elders (HEALE) is one such programs focusing on the integration of different cultural differences in the nursing community. A qualitative survey and sampling of such programs will help in understanding the different challenges and issues affecting the contemporary nursing community. At the same time, it will help us to understand the challenges and issues facing multigenerational workforce in the nursing field. I will engage the nursing students in the college to the development and allocation of their time, resources to conduct a review of the secondary data about the challenges and issues affecting leadership in nursing from a multicultural aspect.

Expected Outcomes and Precise Performance Measurement:

Secondary data will be collected both qualitative and quantitative data from qualitative research articles. It is important to use this information to help in sorting and helping the community to gain and resolve the operational working theories and information on the issues. Data will analyzed through sampling and descriptive analysis on the secondary information. The variables of the evaluation of data include; cultural differences, number of immigrants in the nursing workforce, social and cultural aspects such as language, skin color, ethnic and race. Presentation of any statistical data will be through pie charts.

Leadership Component:

- a. My role will be leading the team and applying the skills of critical thinking to conduct a professionalism research study aiming at improving and increasing social understanding of the cultural differences in the nursing field.
- b. Accountability and Good Communication Skills will be shown throughout the duration of this project. Creating this type of atmosphere will create a great working environment for our stakeholders.

Timeline:

Project Management Timetable

MHA5020 Capstone Project Milestones	Tasks to Complete the Milestone. (Learners: Please add subtasks here.)	Due Date for Individual Tasks	Responsible Party(s)	Date Completed and Outcome
Week 4	Client approval and signature. Integrate revisions.	5/3/2017 Schedule client approval meeting for the week of 5/8/17	Monique Brown	
Week 5	Begin Data Analysis	5/12/2017	Monique Brown	
Week 6	Begin data from visual displays.	05/19/2017	Monique Brown	
Week 7	Revisit Data Analysis	5/26/2017	Monique Brown	
Week 8	Create and Finalize PowerPoint	5/31/2017	Monique Brown	
Week 9	Make all corrections of instructor and peer feedback	6/7/2017	Monique Brown	
Week 10	Submit Final Capstone Assignment	6/16/2017	Monique Brown	

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d. I, Monique Brown, agree to abide by all applicable employment and workplace laws, including HIPAA. I, Monique Brown agree not to disclose proprietary information before, during, or after your project without prior written consent from the organization.

Signatures:

NARRY DICKSON 5-17-17
Client Signature and Date

Monique Brown 5/17/17
Your Signature and Date