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# Keynote Speakers



Elaine Strachan-Hall

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# Robots in Nursing - False Rhetoric or Future Reality

The topic area relates to future proofing health services and goes to the heart of what nursing is and what nurses do. Technology is often cited as part of the answer to the future workforce challenge. Some suggest that technology in the form of robots could substitute or replace nurses in the future. This presentation will present insights from a Winston Churchill travel fellowship to China, Japan, Australia and New Zealand exploring the possible future role of Robots in the delivery of nursing care in the next ten to fifteen years. The definition of a robot is given as an electromechanical machine that moves and acts on the environment and will be differentiated from supportive technologies such as avatars and machine intelligence.

Perspectives from presentations and meetings with robot developers, experts and thought leaders about the future capability of robots include the consensus that robots cannot replace nurses in the next 15 years. This is due to the physical constraints (robot batteries are short lived and load bearing capabilities and touch are still very much in development) and cannot replicate the very complex nature of nursing. Nursing work can be differentiated between complicated (which robots can do well) and complex (which robots can't). Amongst the insights is the exciting observation that robot-human interaction can actually increase human to human interaction. These top insights will be presented and compared with interviews with Robotic Developers conducted as part of doctoral research.

Themes from focus groups with hospital nurses and chief nurses will be shared and the audience encouraged to engage, participate and lead the delivery of excellent therapeutic nursing care, perhaps with the assistance of robots.



Mark Radford

# Nursing: Quo Vadis

The COVID-19 pandemic has had many varied impacts and outcomes on countries throughout the globe. COVID-19 has had a significant impact on global health, mortality, life expectancy alongside amplifying health inequalities and exposing health systems ability to manage existing health challenges alongside a public health emergency. Whilst the initial focus on the management of the acute disease of COVID-19 still remains with further pressure on health systems, COVID-19 is a more complex problem for Governments, health and care leaders, health care professionals and Universities to consider. COVID-19 will have a significant legacy impact on society that requires collaboration to solve.

In many previous pandemics nurses have been fundamental in the leadership as well as their clear expertise improving clinical outcomes. With the COVID-19 pandemic, the role of nurses in healthcare has never been more visible in the media. , This has often focussed on hospital care , but nurses have been prominent in community settings, primary care, public health, education, research and health leadership during the pandemic. As Health systems grapple with new challenges in a post-COVID world , what does this mean for the role of the nurse in clinical practice , education , policy and leadership? This key note will explore these complex issues on ‘Where are we going as a profession? ‘ , what is our response.



Raija Kontio

# Future challenges of health care management

Health care management is interesting and difficult because the system is very complex. The goals of the director and the care system are the effectiveness of operations, economy, patient customer satisfaction and the well-being of professionals at work. The task of the management is to create the conditions for these and to ensure that the goals are pursued in an ethically sustainable manner.

In addition to changes in the organization's administration, personnel and service management, the work of social and health sector managers also reflects sudden and unpredictable changes from the outside, like COVID-19 pandemic at the moment. The pressure of change is caused also by the aging of the population and employees, dwindling resources, multiculturalism, technological development and expectations related to the new skills of the staff. Reforms in services are changing the way social and health services work and are managed.

It is essential to observe and predict the forces of change in the environment both in strategic and operational level. The examples are climate change and limited natural resources, demographic change, development of data processing and communication technology, changing customer service expectations, the relations between employees and work and the employer. Human resource management is strategically important. The challenge is to ensure the sufficiency of a skilled workforce and to make diverse use of people's creativity and skills.

In my presentation at the conference, I'll tell how the strategy of the organization is implemented into practice and describe key strategic projects, such as management development, digitalization and the utilization of customer experience in Hospital District of Helsinki and Uusimaa in Finland - especially at the perspective of nurse leaders.



Sally Bassett

# Chief Nurse Leadership – Perceptions of Success

It is widely acknowledged that modern healthcare is a major contributor to climate change (Health Care Without Harm). The profession of nursing has responded to social change, strengthening its evidence base, developing its identity and finding its voice (Salvage, 2018). As leaders of the largest part of the workforce, chief nurses are well placed to use their nursing voice to influence the focus of their organisations and staff on the relationship between climate change and health. With a critical role in advising the boards of provider and commissioning organisations on care quality (NHSi, 2019) and as an equal member of the executive team in the English NHS, a chief nurse's influence should be keenly felt.

The boardroom is a place of power (Alvesson and Deetz, 2000), the power of those who serve on a board is mediated through a range of checks and balances through policy guidance and regulatory controls (Ramsey, et al., 2010; West et al., 2015). This is alongside the power an individual holds which is created in many ways. The historical tone of nursing leadership and the associated power relationships are perhaps best personified in the “Nurse Doctor Game” (Stein 1969) (Holyoake, 2008). This work described the leadership dance, deference and rules of behaviour adopted by female nurses to get things done and ensure safe care for patients through their almost exclusively male colleagues. This approach could be a general reflection of the role of women in society or the status of nursing as being a subordinate profession doing women's work. The boardroom as a place of male power is an environment therefore that presents chief nurses with multiple leadership challenges. There is little empirically known about the chief nurse role (Kelly, et al 2016) or its success (Bassett 2019). One determinant of success is a suggestion by Antrobus and Kitson (Antrobus & Kitson, 1999) that the ability to influence the boards decisions on care quality rests on senior nurses being successful at interpreting and translating nursing knowledge into a language that can permeate the power and politics associated with the boardroom environment. It seems likely that a chief nurse will require the same abilities to influence boardroom thinking and decisions associated with climate change and health. This paper/workshop will explore the themes associated with successful chief nurse leadership that are informing a doctoral study examining: “The perceptions of chief nurse leadership success”. The workshop offers an opportunity for the participants to have a critical conversation related to the themes and their experiences that explores their own perceptions of leadership success.



Teddie M. Potter

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# Planetary Health: Challenges and Opportunities for Nursing Leaders

Human disruption of the Earth's natural systems is leading to climate change, massive biodiversity loss, shifts in vector borne disease patterns, water shortages, and food insecurity. These changes are also causing profound disruptions to human health across the globe. A Great Transition of all human systems is required to restore planetary health. Nurses are perfectly prepared to lead interprofessional teams to create effective systems change. The time is now for nursing leaders to courageously redefine health and redesign healthcare to ensure the health of future generations. Planetary Health: Challenges and Opportunities for Nursing Leaders



Greta Westwood

# Supporting Nurse & Midwife Leaders to Deliver the Digital Future: Florence Nightingale Foundation Opportunities

Nurses and midwives are now practicing and leading in a digitally enabled health and social care system. As health and care looks to the future and increasing role played by digital and technology, it is important to ensure nurses and midwives are supported to prepare them for the National Health Service (NHS) of tomorrow, fully supported using digital technology and data science.

An England wide review is currently underway to inform the NHS's future digital strategy and ensure that nurses and midwives are provided with the knowledge, skills, and education required for safe, effective digitally enabled practice. It will consider:

- How are technological and other developments likely to change the roles and functions of the nursing and midwifery workforce?
- What are the implications of the size, shape, and skills of this workforce?
- What does this mean for selection, curricula, education, training, development and lifelong learning of the current and future nursing and midwifery workforce?
- What are the considerations for inclusion, equality, and diversity?

Since 2020 the Florence Nightingale Foundation (FNF) is now supporting nurses and midwives to develop as digital leaders, scholars of the Foundation, with committed funds from the NHS. To date 50 scholars have undertaken the FNF digital leadership scholarship programme enabling the nursing and midwifery workforce to be equipped to deal with future technological challenges.

This presentation will highlight the impact of the work FNF is undertaking to support nurses and midwives to lead in this digital space.