

Friends of African Nursing

Accra, Ghana September 2010

The combined leadership and train the trainers programme entitled 'Preparing for the Future' was delivered to 27 delegates consisting of nominated nurse leaders from across the country and local nurse tutors. The team of facilitators from FoAN was Debbie Lee and Jackie Younger, Kate Woodhead and Lesley Wood. The programme provided a week of intense education to which the delegates responded with great enthusiasm and diligence, although at the end of the week, some reported that they had been overloaded. We were hosted by the Medical and Surgical Skills Institute (MSSI) on the Main Referral Hospital (Korle-Bu Hospital) site, which was perfect. The support from the Manager and the staff at MSSI was excellent and the facilities ideal for the training programme.

Some of the feedback from the course focussed on the opportunity afforded by the kind donation of Team Management Profiles by TMS Development International. The profile enables participants to understand the ways they like to work and an understanding of others within a team, who may also wish to work to their strengths. For many of the nurses, this was the first time that they had ever been profiled – and they were amazed and delighted. The photograph below shows the delegates proudly showing their individual reports.



Feedback from delegates included comments relating to what they had enjoyed during the education, such as:

'leadership theory, conflict management communication skills, change management ... being a good teacher'

'practical sessions ... lesson planning ... time management ... micro teaching'

'I enjoyed the relationship between you and us ... your encouragement ... assessment on individual'

And in response to the question "what will you differently, as a result of the education?"

'training of colleagues on leadership skills and change management'

'I have come to appreciate the differences in role preference when working in a team (team management wheel) and so I am beginning to appreciate why my colleagues behave the way they do. This will help me relate better to them and cooperate better than I used to do'

'I can now teach with confident (sic) and gorgeously (sic)'

The combined course worked very well and will be a model for the future. Korle Bu University Teaching Hospital are keen to consider this programme for their ward managers next year and they would also like help with infection control, tissue viability and documentation to raise clinical standards. Visits were made to the Medical and Nursing Directors of Korle-Bu, who also outlined their wish for FoAN to return to further support progress in the Hospital. They kindly supported our visit by attending the Closing Ceremony and distribution of certificates of attendance. The nurses across Ghana have also made great progress forming an Association, making links with the International Federation of Perioperative Nurses and are planning to launch the Peri-Operative Nurses Group of Ghana (PONGG) in March 2011.

FoAN also visits and supports other organisations who are supporting development within African Countries. In Ghana we visited the Emmanuel Christian Fellowship that teaches street children to read and write and made a donation for them to continue their good work. Books and toys were sent following the visit.



Kate Woodhead