



Third Regional Nursing Seminar

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WORKSHOP PROCEDURE

by

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Evaluation as a basis for forward planning.

The future can lie in our hands. We the nurses can be the ones to say "this is what nursing must be" in our own countries. But, unless we can be sure that the nursing we plan meets the needs of today's health care, the future of nursing will not be in our hands.

Miss Agah has already shared with you her thoughts on the recommendations from previous seminars. In many seminars presentations were given on the latest ideas on a subject, and the participants discussed how these affected them and could be implemented in their countries. Recommendations were drawn up. But, and I quote Dr. Taba's words to another meeting, "the elegant wording of lofty long-term objectives, and even the precise definition and verbal expression of immediate targets is not the end of our labours. These things are a means to an end, and not ends in themselves."

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We are all professionals, and we have kept up-to-date on the latest developments in our profession. Often the ideas given in seminars were not new to us. They may have been put in a different way, and given us food for thought, but most of us will agree that an important aspect of the seminars lay in the exchange of views among ourselves, often over meals, during coffee breaks or away from the seminar setting. This Seminar will give you ample opportunities for exchange of ideas. We are using a workshop format.

What is a workshop?

By way of definition and over simplification a workshop is a meeting of people where:

- 1) They work together in small groups.
- 2) What is worked on is derived from the people who are present.

The reason for the small group is that it gives everybody present an opportunity to participate - not just listen but to contribute. The small group has no magic power in itself, but it is the only situation where all can take part, where, by enabling people to decide what they want to learn, what problem they want to solve, they have an opportunity to work in accordance with their unique purposes, to do something which "makes sense" to them.

Members can get to know each other easily. This results in easier exchange of ideas, and better interpersonal relationships and hence more productive thinking.

The workshop type of meeting has become very popular, and many variations of workshop format have developed. Elements of workshop techniques have been introduced into other types of meetings, and I am sure you will all have participated in workshops in one form or another. Because of these variations I would like to explain how this meeting has been planned, what we hope to achieve, and how we hope to do it.

Our aim is to help you find a way of solving a problem which is of immediate concern to you. The theme of the Seminar, "Evaluation as a basis for forward planning", gave us the setting. In order to collect information, resources and material which would help you, we identified three areas, nurse manpower, utilization of nurses and education of nurses, as covering a range of activities likely to include your own specific needs. To prevent the discussions becoming too diffuse a specific objective was defined, "that this meeting would enable each participant to prepare an outline for a study of one (or more) aspects of nursing of particular interest to him/her." It should be an aspect which has potential for improvement and the study should indicate how this might be achieved.

I am here tempted to describe some studies, some simple, some more complex, which have achieved dramatic results. But I will leave this to others. We all, I am sure, recognize that there is room for improvement in nursing today, and we would like to be able to do something about it. For the moment, I will explain what you will be doing during the next few days.

We have set up five groups of about eight members and each participant has been given the number of the group to which he or she is allocated. This was decided on the basis of your expressed preferences, and by where your experience and knowledge would be most suitable. It can be changed. Within each group there will be freedom to decide on your own projects. For instance your group may decide to have several small studies, or to work on one subject which will meet the needs of all of the group. Or there may be one common project, with variations according to individual circumstances. Or you may decide on something quite different from all of these suggestions.

We have also worked out a provisional time-table for your work. This is indicated in the programme, and is intended to help you accomplish something during these few days. The temptation will be to spend too long on one phase. Developing an outline of a study, like everything else, has a beginning, a middle and an end, and we do not want to leave you at the beginning or even in the middle. We hope to help you decide on the subject you want to study, the scope of the study, what information you need to collect and how you can collect, and finally what you do with the results. You do not want to spend time "rediscovering the wheel", that is, doing something which has already been done. You also want to avoid the mistakes which others have made. This is how you can help each other, and also get help from the consultants.

We have recruited two consultants with experience in nursing studies. Miss Marjorie Simpson is from the UK, where she was Principal Nursing Officer (Research) Department of Health, etc. For many years she worked

with the Royal College of Nursing in London, where she was responsible for developing their research activities.

Dr. Joan Cobin is from the USA. She is Chairman of the Department of Nursing, California State University, Long Beach. Both are experienced not only in carrying out nursing studies but also in helping others to carry them out. They know the pitfalls and limitations as well as the scope and potential of what can be achieved.

Their presentations are designed to stimulate and guide your thinking, but form only a small part of their contribution to the Seminar. During your group work they will be available to give you individual counselling or assistance in developing your studies.

We are delighted to have Miss Turnbull with us in this Seminar. You will know that she is the Chief Nurse in the Headquarters of WHO in Geneva. Her experience of nursing in all countries of the world will enable her to be of great help to all of us. In particular she has agreed to talk about some of the larger-scale research which our Headquarters units are conducting in nursing.

In a real sense every person taking part in a workshop is a resource person for everyone else. Each participant has certain unique experiences which have produced certain unique qualities. These qualities and experiences represent a resource that should be available to others. This resource does not depend for its value on the position held by the individual, or the number of college degrees she holds. In a workshop everyone has a contribution to make, if it can be discovered and linked to the needs of others.

The five moderators are all from this Region, and I am sure they are so well known to you that they need no introduction.

They were the selected members of the Regional Expert Advisory Panel of Nurses who planned this Seminar with us and who volunteered to undertake the difficult task of being moderators.

Dr. Enaam Abou Youssef is Director of the Higher Institute of Nursing, Alexandria University.

Mrs. Effat Kamel is Deputy Director of Nursing Services in the Ministry of Health, Cairo.

Miss W. Al Daghestani is Dean of the College of Nursing, Baghdad.

Mrs. Awatif Osman is Director of the College of Nursing, Khartoum, and was for a time Acting Regional Nursing Adviser, EMRO.

Mrs. Sh. Herovabadi, until recently Director of the High Institute of Nursing, Teheran, is now Assistant Director General of Nursing Ministry of Health, Teheran

Each will be assisting a particular group, but this does not prevent them being used as resource persons to the rest of the participants. They are in no way group leaders, or responsible for what a group achieves. Another name for moderator is facilitator, and their function is to facilitate your work, not only by their experience and expertise, but by helping you to find resources and material and in helping you to work together. If you have any particular problems in working on your studies they will be the ones to find a solution.

We have given each of you some copies of reference material, and provided other material for use during the Seminar. We hope that other library facilities will be available for our use.

Miss Agah and I are here to give you whatever help we can. We too will be learning. There are many ways in which WHO can help, both now and in the future, and we can suggest ways in which your studies might receive assistance. There are limitations to how much the Organization can achieve, and we can perhaps help you to avoid having unrealistic expectations. The studies, and their implementation, will show what nurses can achieve, and we in the Regional Office want to support and help you as much as we can.

As you will see from the provisional programme, each morning opens with a plenary session, which includes a brief evaluation of the previous day's work, and a presentation from the consultants or another speaker. After a period of general questions and answers you will divide into your groups for work in the rooms indicated.

We would not be true to our belief in evaluation if we did not evaluate this Seminar, and this has not been omitted. It will be on three levels.

Each day we will ask you, in one sentence, to write what you thought of the day's work. Please include any suggestions which will help you to get more out of the meeting, or will help to avoid difficulties. We will share with you on the following morning the previous day's evaluation, and will discuss whether to make any changes. This provides ongoing evaluation with immediate feedback.

Every seminar should have something to show, a report, which can be sent to the Governments and others as an indication of present trends in a particular sphere. Your outline studies will provide the material for the report of this Seminar. Their compilation into a report should indicate what nurses feel about their profession, and some of the ways in which they feel it can be improved. This will be the second level of evaluation of this Seminar.

Finally, the real success of the Seminar will be shown by the studies which are implemented after you get back to your countries. There is an English proverb, and I am sure it exists in other countries too, which says "Heaven helps him who helps himself." Need I say more? Once nurses show their desire and willingness to ensure that the nursing profession meets the needs of the health services of today, and tomorrow, I am convinced that there will be considerably more support from Governments, and others, for nursing than has sometimes been the case in some countries in the past.

We hope to receive from all of you the results of completed studies, and these will form a basis for planning the future of nursing in the Region.

Thank you for listening to me. If you have any queries we will try to answer them. Then you will divide into groups to discuss your plans for work in more detail. I have had prepared a sheet of "Points for Participants, How to Get the Most out of the Workshop." I do not want to emphasize that this is your workshop. It has been designed to help YOU. It will be successful to the extent that it does this, and you can help us with your ideas and suggestions.