



Finanziato
dall'Unione europea
NextGenerationEU



Ministero
dell'Università
e della Ricerca



Italiadomani
PIANO NAZIONALE
DI RIPRESA E RESILIENZA

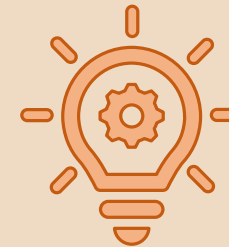


UNIVERSITÀ
di VERONA

6th ESNO Congress

«The Specialist Nurse in
European Healthcare
towards 2030»

June 5-6-7, 2024



Competencies of Nurse Managers in leading innovation processes in Healthcare Organizations

Authors: Giulia Marini, PhD Student ¹, Elisa Ambrosi, Associate Professor ², Federica Canzan, Associate Professor ², Jessica Longhini, Researcher ², Luisa Saiani, Professor ², Chiara Leardini, Professor ³, Stefano Landi, Researcher ³, Riccardo Sartori, Associate Professor ¹

1. Department of Human Science, University of Verona

2. Department of Diagnostic and Public Health, University of Verona

3. Department of Management, University of Verona



Finanziato
dall'Unione europea
NextGenerationEU



Ministero
dell'Università
e della Ricerca



Italiadomani
PIANO NAZIONALE
DI RIPRESA E RESILIENZA



UNIVERSITÀ
di VERONA

Background

An **Innovation** is defined as the development (**generation**) and/or use (**adoption**) of new ideas or behaviors.

(Walker, 2008; Damanpour & Wischnevsky 2006; Amabile 1988)

A **Nurse Manager** is responsible for translating organizational culture and strategy into operations, through:

- manage resources
- coordinate nursing care
- plan and evaluate services
- encourage teamwork
- implement innovative practices

(González-García et al., 2021)



Finanziato
dall'Unione europea
NextGenerationEU



Ministero
dell'Università
e della Ricerca



Italiadomani
PIANO NAZIONALE
DI RIPRESA E RESILIENZA



UNIVERSITÀ
di VERONA

Aim of the study

To **develop an instrument** aimed to measure the competencies of Nurse Manager to successfully lead innovations.

It was developed **three scales** finalized **to conduct a survey** that measures:

- The **managerial behaviors**
“The intentional generation, introduction, and application of an idea within a group, or organization in order to benefit group or organizational performance” (Janssen, 2000)
- The **managerial innovativeness**
“A personality construct defined as a readiness for change” (Hurt et al. 1977)
- The **adoption of innovation** in the Healthcare Organisations
“The process that leads to the assimilation of a product, process, or practice, new to the adopting organization” (Walker, 2008)



Finanziato
dall'Unione europea
NextGenerationEU



Ministero
dell'Università
e della Ricerca

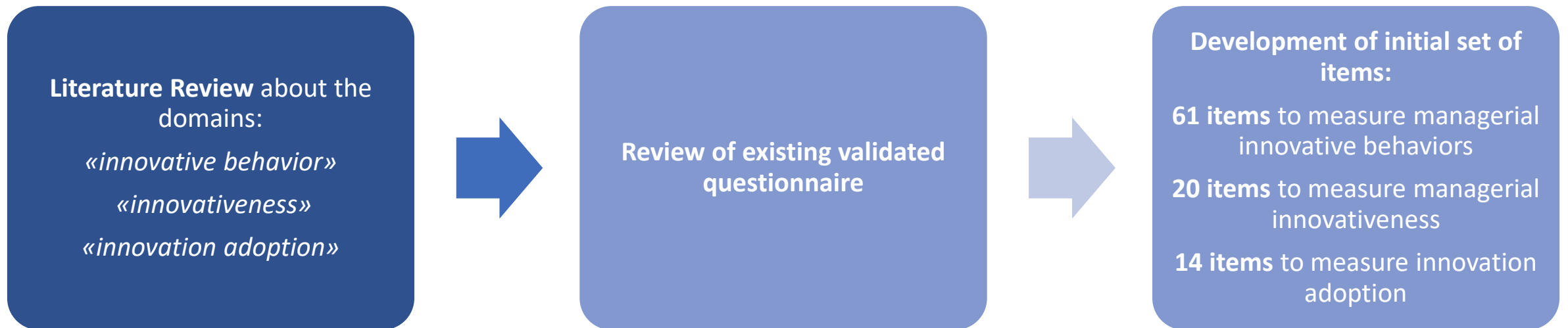


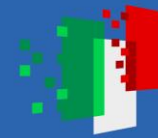
Italiadomani
PIANO NAZIONALE
DI RIPRESA E RESILIENZA



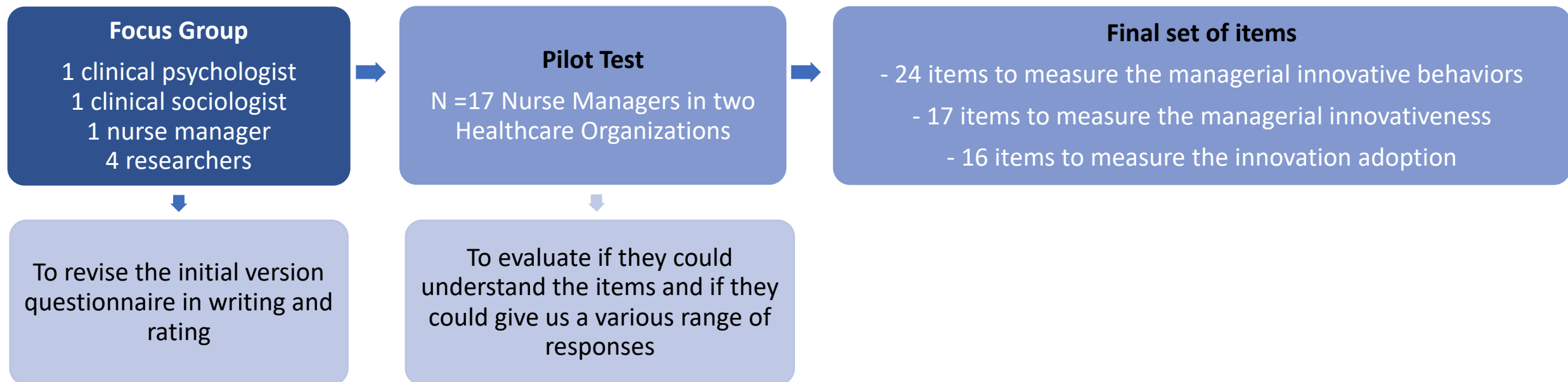
UNIVERSITÀ
di VERONA

Items generation and scales development





Focus Group and Pilot Test





Finanziato
dall'Unione europea
NextGenerationEU



Ministero
dell'Università
e della Ricerca



Italiadomani
PIANO NAZIONALE
DI RIPRESA E RESILIENZA



UNIVERSITÀ
di VERONA

Instruments

Innovative behaviours

How often did you engage in these behaviors?

Always

Often

Sometimes

Rarely

Never

Activate expert to explain and motivate change

Organize meetings to share experiences and knowledge gained from the change

Innovativeness

How much do you agree with these statements?

Strongly disagree

Disagree

Impartial

Agree

Strongly agree

I'm stimulated to try new ideas

I am looking for new ways to do things

Type of innovations

Has it been designed in your context?

In which one of these have you contributed the most?

Adoption of new organizational models of care

- Yes, successfully
- Yes, but not successfully
- Yes, but it has to be completed
- No, it is not designed

- I proposed the idea
- I actively participated
- I coordinated the process
- I did the things that they said me

Activation of dedicated services closer to the user

- Yes, successfully
- Yes, but not successfully
- Yes, but it has to be completed
- No, it is not designed

- I proposed the idea
- I actively participated
- I coordinated the process
- I did the things that they said me



Finanziato
dall'Unione europea
NextGenerationEU



Ministero
dell'Università
e della Ricerca



Italiadomani
PIANO NAZIONALE
DI RIPRESA E RESILIENZA



UNIVERSITÀ
di VERONA

Validation phase

The questionnaire was defined using **EU-survey platform** and it was sent via e-mail addresses to **1136 Nurse Managers**, working in Public and Private Healthcare Organisations in the Veneto Region

The **rate of response** was **47%** (N = 537 Nurse Managers)

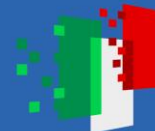




Finanziato
dall'Unione europea
NextGenerationEU



Ministero
dell'Università
e della Ricerca



Italiadomani
PIANO NAZIONALE
DI RIPRESA E RESILIENZA



UNIVERSITÀ
di VERONA

Next Steps

Exploratory Factor Analysis and Confirmatory Factor Analysis will be conducted into validation study

Descriptive and inferential analyses will be conducted into descriptive study

Based on questionnaires' outcomes, 20-30 Nurse Managers will be selected for interviewing into qualitative study



Finanziato
dall'Unione europea
NextGenerationEU



Ministero
dell'Università
e della Ricerca



Italiadomani
PIANO NAZIONALE
DI RIPRESA E RESILIENZA



UNIVERSITÀ
di VERONA

6th ESNO Congress «The Specialist Nurse in European Healthcare towards 2030»

June 5-6-7, 2024

Giulia Marini

PhD Student from University of Verona (Italy)

Contact: giulia.marini_02@univr.it