

Welcome from MINIG Executive

IN THIS ISSUE:

- Greetings from MINIG Presidents
- Why Nursing?
- Lucky Choice

Hello to our growing membership,

It seems that only a short while ago, we published our quarterly newsletter. Although summer took us by surprise (how fast it came and went away), it made room for the winter and for some additional planning. Daniel and I have given this forum some thought and decided that on a go forward basis, our corner will include pertinent information, impressions from readings and possible information about industry trends and activities. We of course always welcome your input and direction to help us make this a more exciting and valuable read.



In this spirit we decided to tease your imagination and avid appetite for new things with some of the more recent trends relating to leadership that is coming down the road to a leader near you.

Today we would briefly like to write a few words on a not so new, but certainly re emerging leadership style called “adaptive leadership”

Today’s public and private business leaders are faced with challenges that require leadership that is capable of tackling and solving complex problems and issues, with collective, collaborative, timely, effective and innovative solutions. These set of challenges requires leadership that spans the spectrum of leadership theories, traits and stylistic approaches that is very adaptive, yet direct in nature. This type of leadership is defined as adaptive, evolving from situational, transformational, contingency and complexity theories. Adaptive leadership is given to impacting the environment. It addresses a very active form of leadership, not a passive effort taken merely to adjust to circumstances as found. Biology teaches that relationships between living entities are circular and interactive. Our organizations are also living systems, being composed not just of capital goods and technology, but of people. Organizations are capable of intelligent, purposeful collective action, actions taken to influence their environments in desired directions. We know that, like all living organisms, our organizations can learn, adapt and grow and have a similar life cycle to ours.

Adaptive leadership is based on the premise that leadership is more of a process rather than individual personal capabilities. This process requires people to focus on the specific problems at hand and to modify the way they have worked in the past. According to Heifetz *et al.* (2009) this type of leadership should compel all stakeholders involved to work towards a solution through debate and creative thinking, identifying rewards, opportunities and challenges they will face. The outcome of the process should be positive change that is non-threatening to those responsible for generating and executing change.

In addition, since adaptive leadership focuses on process, not person, this model employs the knowledge of all who have vested interest in moving the organization to a higher level and provides a framework for attaining employee commitment to actively participate in seeking and implementing solutions to challenges. By engaging people to become active participants in the change process, adaptive leadership offers a route around historical constraints that reinforce the way change has been traditionally introduced.

References:

Heifetz, R., Grashow, A., and Linsky, M. (2009) *The Practice of Adaptive Leadership: Tools and Tactics for Changing Your Organization and the World.* Boston: Harvard Business Press

Why Nursing?



...**Yet another school term!!!**... is the common theme for the upcoming weeks. Students at various levels of education begin to prepare for the start of the new school year. For some, a *fresh start, new beginning, year of opportunity, and rejuvenation.* For others, the continuation of a journey that faces exciting challenges. Yet for most, the constant question of choice “*Is this the right path for me*”; “*What else can I be doing*”; and “*How do I cope*”. These notions of excitement, curiosity, and even anxiety are not isolated to the student experience. Whether practice, education, administration, research, or the various opportunities for nursing, we constantly challenge and evaluate ourselves with the profession that we chose.

Why Nursing? Continued...

Recently, I borrowed some books from a post-secondary school library. As I waited in line, a student turned to me saying “Look how many books I’m holding. I’m spending so much time reading, what will happen if I end up not liking this program...I feel lost”. As I reflected more on this comment, I began to ask similar questions surrounding career choice - “What if...” and “However...But”. In seek of clarification I was referred to a variety of career planning literature that was instrumental in the growing list of questions. The awareness and understanding of my own values and beliefs in relation to why I chose the nursing profession facilitated this venture. The more truthful and honest we can answer *WHY NURSING*, the more we are likely to have an adaptable, strong, realistic, and attainable career path that fits our personal lives.



Franklin F. Gorospe IV RN MN

LUCKY CHOICE

I was originally a high school teacher, some 36 years ago, and nursing was NOT on my radar screen as a career. There are no medical or healthcare professionals anywhere in my family history; and scientists of any ilk are also nonexistent. What brought me to nursing, and what has kept me in nursing ... would make for a book (which, incidentally, actually IS being written!). The road from being a US Navy Hospital Corpsman, during the VietNam War, then an LVN (Calif. equivalent to RPN), and eventually becoming an RN (who never went to a nursing school) is a story of OJT ('on the job training') that would probably curl the hair on the back of the neck of most contemporary educators! Bedside patient care at hospitals was the starting point, as it is for almost all nurses. But the evolution of my career marched me through the outbreak of AIDS in LA; three missions with MSF in Central African conflict zones providing basic healthcare for populations facing a host of problems; and being a Health Promotion Officer in the NWT, involved me with all the various service providers to the communities in Arctic Canada. There are now 2 Masters degrees after my name, related to Health, but not in nursing.... and I am still asked, at job interviews: Where do I see my nursing career in 5-10 years? My prophetic skills never would have predicted what turned out to be my career. What I CAN attest to: nursing has proven to be a wide open profession! I have been able to touch Life in ways I never dreamed.....

Pierre LaPlante RN MPH MHSc

MINIG Members...Mark your Calendars!!!!!!

All MINIG Members are invited to join us, your executive team, at the RNAO's upcoming 85th AGM. This years AGM is presently being held at the *Toronto Hilton*. MINIG's meeting is on Saturday, **April 17, 2010 from 8:00am – 11:00am**. Breakfast will be served! Following the interest group meetings, there will be a Keynote Presentation at 11:30am – 12:30pm. Further details of the speaker and topic will be forthcoming shortly. Please plan to attend this keynote presentation following our interest group meeting.



MEMBERSHIP

Our **total membership** as of December 9th, 2009 is: 144

Total number of **students**: 74 or 51% of total membership

Total number of **RNs**: 70 or 49%

Total number of **new members**: 94 or 65%

Total number of **returning members**: 50 or 35%

Total number of **female** members: 25 or 17%

The MINIG currently has 144 members. Students make up 51% of the membership while RNs are a close second with 49% of the total membership. Do you know of colleagues or fellow students that would be interested in signing up as well? Help to spread the word of the MINIG in your school or workplace. Need some ideas on how to promote us...let us know, and we'll help you out! We encourage all members to get involved, so if you have an idea, thought or just a question feel free to contact us.

Board Members

David Keselman, Co-President

Daniel Ball, Co-President

David Mastrangelo, Vice President

Franklin Gorospe, Co-Finance Officer

Kingsley Osabuohien, Co-Finance Officer



Darrell Jutzi, Membership Officer

Fred Go, Co-Education Officer

Wendell Greenidge, Co-Education Officer

Gianni Accettola, Political Action Officer