Asian Women's Leadership in Six Countries/Regions

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INTRODUCTION

- Cross-cultural leadership skills will be essential for successful multinational leadership in nursing in the near future.
- Nursing literature on leadership, especially women's leadership, is mainly based on the theories, research, values and beliefs of Western countries, such as the U.S.
- It has been a great challenge for leaders from other cultures, such as Asia, to fully incorporate and use the principles and knowledge from the existing literature based on Western leadership studies.
- Leaders from six countries/regions (Hong Kong, Japan, South Korea, Taiwan, Thailand, and the U.S.,) established a group to promote collaborative efforts for further development of crosscultural leadership, especially Asian women's leadership (called the Asian and Asian American Study Group for Nursing Leadership; AAANL).

PURPOSE

- To share the findings of the second workshop on the leadership needs of emerging nursing leaders in six countries/regions (Hong Kong, Japan, South Korea, Taiwan, Thailand, and the U.S.)
- To provide directions for future development of Asian Women's Leadership in Six Countries/Regions.



THEMES/FINDINGS

Leadership Needs

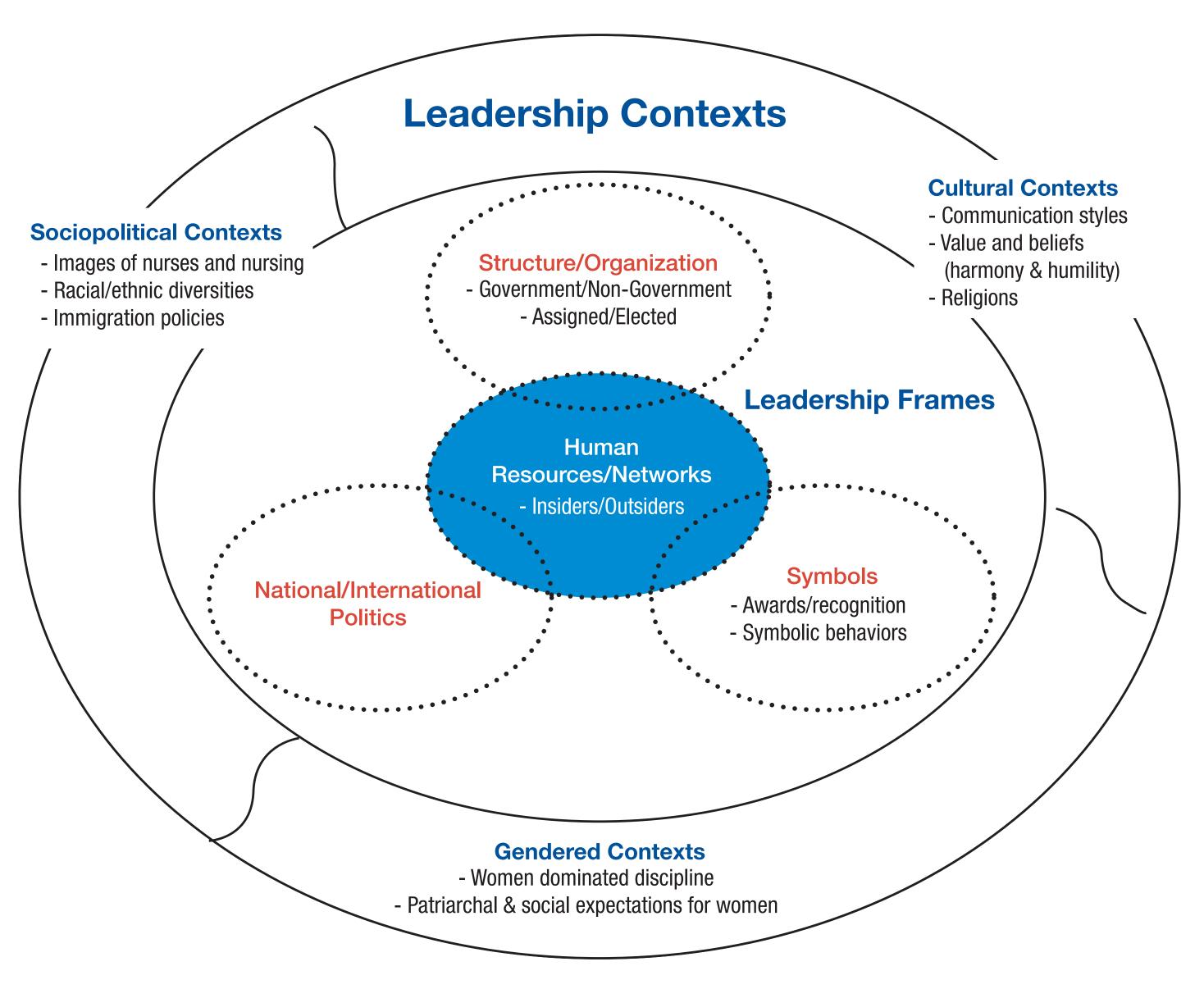
- Political leadership to shape and support nurses' voices
- Symbolic leadership to advocate and communicate with the society (e.g., images of nurses)
- Role models
- Networking opportunities
- Supports from peers and human resources

Barriers to Leadership

- Glass ceiling and glass cliff
- Cultural maturity for women leaders
- Cultural conflicts between "good woman" and "good leader"
- Difficulties in recruiting competent nurses with PhDs to lead in universities (e.g., high pay for nurses in clinical settings)
- Lack of fully developed political skills

METHODS

- Shared information about Asian culture and on how the culture and society influenced women's leadership in their countries/regions, the current status of nursing leaders and leadership needs in the countries/regions, and existing strategies and suggestions to meet the leadership development needs in the countries/regions.
- Extracted several themes reflecting the commonalities and differences in the leadership needs across the six countries:
 - Questions & answers
 - Reflections
 - Memo writing.
 - Analysis of the discussions using linebyline
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 coding, categorization, and theme extraction.



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RECOMMENDATIONS

Suggestions for Emerging Leaders



- Develop skills and knowledge in political leadership
- Develop mentorship and role models
- Empowerment of self in multiple dimensions
- Communicate and actively engage in public affairs
- Establish your vision for leadership

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