

Political development-leading health

Dr Frances Hughes, RN, D.Nurs, ONZM

PIMHnet Facilitator (WHO)

**Adjunct Professor- University of Technology-
Sydney**

*Cohen et al -Progress of nursing through
the 4 stages of political development
Stage 1 (Buy-in)*

Nature of action	Reactive, with a focus on nursing issues
Language	Learning political language
Coalition building	Political awareness; occasional participation in coalitions
Nurses as policy shapers	Isolated cases of nurses being appointed to policy positions, primarily because of individual accomplishments

*Cohen et al -Progress of nursing through
the 4 stages of political development
Stage 2 (Self-interest)*

Nature of action	Reactive to nursing issues (e.g. funding for nursing education) and broader issues (e.g. long-term care and immunisations)
Language	Using nursing jargon (e.g. caring, nursing diagnosis)
Coalition building	Coalition forming among nursing organisations
Nurses as policy shapers	Professional associations get nurses into nursing-related positions

*Cohen et al -Progress of nursing through
the 4 stages of political development
Stage 3 (Political sophistication)*

Nature of action	Proactive on nursing and other health issues (e.g. nursing's agenda for health care reform)
Language	Using parlance and rhetoric common to health policy deliberations
Coalition building	Coalition forming among nursing groups; active and significant participation in broader health care groups (e.g. Taskforce on health)
Nurses as policy shapers	Professional organisations get nurses appointed to health-related policy positions

*Cohen et al -Progress of nursing through
the 4 stages of political development
Stage 4 (Leading the way)*

Nature of action	Proactive on leadership and agenda-setting for a broad range of health and social policy issues
Language	Introducing terms that reorder the debate
Coalition building	Initiating coalitions beyond nursing for broad health policy concerns
Nurses as policy shapers	Many nurses sought to fill nursing and health policy positions because of the value of their nursing expertise and knowledge

Hughes (2003) -Progress of nursing through the 4 stages of political development

	Stage 1 (Buy-in)	Stage 2 (Self-interest)	Stage 3 (Political sophistication)	Stage 4 (Leading the way)
Building relationships	<p>Identification that there is a problem in one's relationships with others.</p> <p>Recognition occurs that relationships with others are integral to development</p>	<p>There are attempts to engage and listen to others, and ad hoc meetings occur.</p> <p>Learning occurs in regard to oneself and one's organisation., that relationships need to be built, networks are established .</p>	<p>Groups or individuals are categorised for their ability to problem-solve and manage relationships.</p> <p>Coupling or joining other groups (bandwagoning) occurs.</p>	<p>Relationship styles and process are modelled by other groups.</p> <p>A new strategic approach is developed, which others follow.</p> <p>Strategic alliances are common.</p>

Cohen et al 1996, Hughes, 2003 -Progress of nursing through the 4 stages of political development

	Stage 1 (Buy-in)	Stage 2 (Self-interest)	Stage 3 (Political sophistication)	Stage 4 (Leading the way)
Nature of action	Reactive, with a focus on nursing issues	Reactive to nursing issues (e.g. funding for nursing education) and broader issues (e.g. long-term care and immunisations)	Proactive on nursing and other health issues (e.g. nursing's agenda for health care reform)	Proactive on leadership and agenda-setting for a broad range of health and social policy issues
Language	Learning political language	Using nursing jargon (e.g. caring, nursing diagnosis)	Using parlance and rhetoric common to health policy deliberations	Introducing terms that reorder the debate
Coalition building	Political awareness; occasional participation in coalitions	Coalition forming among nursing organisations	Coalition forming among nursing groups; active and significant participation in broader health care groups (e.g. taskforce on health)	Initiating coalitions beyond nursing for broad health policy concerns
Nurses as policy shapers	Isolated cases of nurses being appointed to policy positions, primarily because of individual accomplishments	Professional associations get nurses into nursing-related positions	Professional organisations get nurses appointed to health-related policy positions	Many nurses sought to fill nursing and health policy positions because of the value of their nursing expertise and knowledge
Building Relationships (Hughes,2003)	<p>Identification that there is a problem in one's relationships with others.</p> <p>Recognition occurs that relationships with others are integral to development</p>	<p>There are attempts to engage and listen to others, and ad hoc meetings occur.</p> <p>Learning occurs in regard to oneself and one's organisation., that relationships need to be built, networks are established .</p>	<p>Groups or individuals are categorised for their ability to problem-solve and manage relationships.</p> <p>Coupling or joining other groups (bandwagoning) occurs.</p>	<p>Relationship styles and process are modelled by other groups.</p> <p>A new strategic approach is developed, which others follow.</p> <p>Strategic alliances are common.</p>

Cohen et al 1996, Hughes, 2003 -Progress of nursing through the 4 stages of political development

	Stage 1 (Buy-in)	Stage 2 (Self-interest)	Stage 3 (Political sophistication)	Stage 4 (Leading the way)
Nature of action				
Language				
Coalition building				
Nurses as policy shapers				
Building Relationships				



THANK YOU