

# ANEi NURSING DIGEST

ASSOCIATION OF NURSE EXECUTIVES (INDIA)  
PASSION TO ACTION

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**ANEiCON**

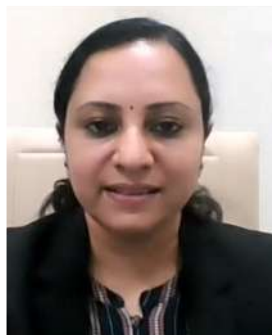
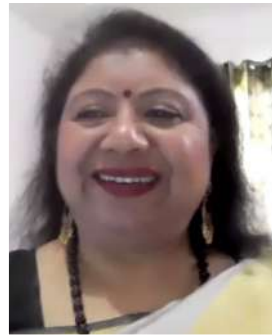
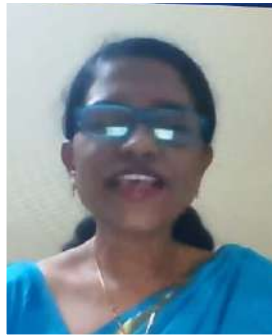
ASSOCIATION OF NURSE EXECUTIVES (INDIA)  
PASSION TO ACTION

2021

Transformational Leadership

Establishing Trust





# EDITORIAL TEAM



Ms. Thankam Gomez  
President, ANEI  
Founder and CEO,  
Cygnia Healthcare



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President, ANEI - Delhi Chapter  
Chief of Nursing,  
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**Chief Guest**  
**Dr. Harsh Vardhan**  
 Hon'ble Union Minister  
 Health and Family Welfare, GOI



**Keynote Address**  
**Dr. Robyn Begley**  
 CEO - American Organization for  
 Nursing Leadership (AONL), USA



**Guest of Honor**  
**Dr. Girdhar Gyani**  
 Director-General, Association of  
 Healthcare Providers (India)



**Guest of Honor**  
**Dr. Roy K George**  
 President  
 Trained Nurses Association of India

## INAUGURATION

It was indeed a proud moment for ANEI as they unfurled their maiden conference, ANEICON 2021, on the 21st of May 2021. The conference started with an invocation for Almighty's blessings. Ms. Shubhada Sakurikar, Founder Secretary, ANEI, introduced ANEICON 2021 to the gathering. She outlined the genesis of ANEI, which was born officially in February 2017 and registered under the Societies Registration Act in December 2018. She briefed on the vision and mission of ANEI, the executive committee, state chapters and the general body.

Ms. Thankam Gomez, Founder President, ANEI, rendered the welcome address and Prof (Dr.) Bimla Kapoor, EC Member, ANEI, introduced the eminent guests of honour.

It was an honour to have Dr. Harsh Vardhan, Minister of Health and Family Welfare, Govt. of India, as a guest of honour. Dr. Vardhan gave the inaugural address and lauded the nursing fraternity for their selfless service to the nation during the pandemic. He emphasised that nurses play a key role in attaining the healthcare goals of the nation and strengthening government health policies.

Dr. Girdhar Gyani, Director General, Association of Healthcare Providers India, addressed the gathering by providing his valuable insights about transformational leadership. He stressed on the need to adopt a style of leadership that inspires, engages, guides, and questions the status quo to bring in transformation and change. A leader is one who creates more future leaders, whose disciples outshine the leader himself, concluded Dr. Gyani.

Dr. Roy K George, President, Trained Nurses Association of India, addressed the need for transformational nursing





leadership to make nursing an independent, autonomous profession. He remarked that it is high time that we ditched hierarchical leadership styles to propel change by establishing an environment of trust and mutual respect, where new leaders are given an opportunity to shine.

Dr. Robyn Begley, CEO, American Organization for Nursing Leadership, USA, gave the keynote address and explained how the COVID crisis has brought to the forefront the importance of nursing leadership. Nurses are required at decision tables and provide valuable insights in shaping policies, building capacity, utilisation of telehealth technologies, among others. She also discussed the challenges faced by nursing leadership, the topmost three being emotional health, surge staffing and changing policies.

Dr. Jothi Clara Michael, Founder Vice President, ANEI, moderated the ANEI Annual Awards session. The Trend Setter award was bagged by Mr. Ratheebh KV for his role in designing and implementing "Advanced Certificate Course in Critical Care Nursing". The Young Leadership award went to Ms. Banrisha Basaiawmoit for her achievements in quality and patient safety.

The Lifetime Achiever award was bestowed upon Ms. Uma Handa.

The inaugural session ended with a vote of thanks by Capt. Sandhya Shankar Pandey, Organising Secretary, ANEI, and President, ANEI Delhi Chapter.

“It is high time that we ditched hierarchical leadership styles...”

# AWARDS JURY



**Dr. R V Karanjekar**  
CEO, Kiran Hospital  
Advisor, Suasth Hospitals



**Ms. Kawaljeet Oberoi**  
Group Nursing Head,  
Emirates Healthcare Group, UAE



**Ms. Shobha Mishra Ghosh**  
Director & Head,  
Govt. Affairs & Policy,  
India & South Asia, GE Healthcare



**Dr. Shoba K N**  
Assistant Professor,  
Department of English  
Anna University, Chennai

## LIFE TIME ACHIEVEMENT AWARD 2021



**Ms. Uma Handa**  
Advisor,  
Clinical Nursing Research Society

She is one of the legendary Nurse Leaders of India.

She is an alumna of LT College of Nursing, SNDT University Mumbai and with an exemplary career spanning over 36 years. She has contributed abundantly to the development of Nursing in India in various roles such as staff nurse, Lecturer, Leader and Consultant in various organisations. She has worked at LT College of Nursing, SNDT University, Mumbai; College of Nursing, All India Institute of Medical Sciences, New Delhi and School of Health Sciences, Indira Gandhi National Open University, New Delhi.

She has been a consultant to Safe Motherhood Program by UNICEF, Open University of Sri Lanka and Bangladesh, University of Namibia and Cambridge University in Maternity Nursing and Safe Motherhood.

She has played a pivotal role in formation of Nursing Research Society of India in 1986 and till date continues her contribution to the society. She has been Vice-President of democratic Teachers Association at IGNOU and was active member of professional organisations like Society of Midwives India and Trained Nurses Association of India.

She has been the recipient of many awards like Legend of the Year Award 2018, Spirit of Florence Nightingale, and honored into Hall of Fame by Nursing Society of India at Canada.

We at ANEI are very proud to confer its first Life Time Achievement Award 2021 to Ms. Uma Handa for her unparalleled contributions to Nursing Profession in India.

## YOUNG LEADER OF THE YEAR



Ms. Bannishisha Basaiawmoit

Ms. Bannishisha Basaiawmoit is proudly presented with the “YOUNG LEADER OF THE YEAR 2021” award in recognition of her achievements in Quality and Patient Safety. She has joined as a novice nurse at the Fortis Hospital Anandaur, Kolkata - 2013. With her clinical and leadership competency, she has become an intensive care nurse and then gained her team leader position in subsequent years.

Her innovative measures in implementing various quality improvement projects won the hospital many rewards and recognition. In a short span of 7 years in her career, Bannishisha has been promoted initially as the Quality Nurse and then as Head of Quality, being responsible for accreditations, quality and patient safety.

## TREND SETTER OF THE YEAR



Mr. Ratheebh K. V.

Mr. Ratheebh K. V. is proudly presented with the “TREND SETTER OF THE YEAR 2021” award in recognition of his contribution as the nurse lead in designing and implementing “Advanced Certificate Course in Critical Care Nursing” which prepared 55 Nurses in Government-owned Beach Hospital - Kozhikode, as it was being converted to a COVID hospital.

This program was the first of its kind in the state, conceived on a Public-Private Partnership model where 22 ICU beds were commissioned on 1st November 2020, which has been continuously monitored by using Tele-ICU with round the clock support of experienced ICU nurse and on call support from Intensivist from Meitra Hospital to augment the job of ICU nurses in the Govt. Hospital.

# LEADING MILLENNIALS AND GEN Z

## MOVING BEYOND CONVENTIONAL LEADERSHIP



**CHAIR**  
Dr. Raminder Kalra  
VP- Delhi Chapter  
Association of Nurse Executives (India)



Introduction of the theme  
Dr. Usha Banerjee  
Founder EC Member  
Association of Nurse Executives (India)



**Speaker**  
Dr. Sharon Vasuthevan  
Chief Nursing & Quality Executive  
Life Healthcare Group (South Africa)



**Speaker**  
Dr. Lydia Albuquerque  
President- National Association of Indian  
Nurses of America (NAINA)

**W**hat could be a better launch for a conference than having the new and the old, the senior and the junior, the national and the international voices, all together on one screen, voicing their thoughts and making points for all to absorb?

This session was chaired by eminent nurse academician, Dr. Raminder Kalra, Vice President, Delhi Chapter, ANEI, who in her current role heads Holy Family College of Nursing, New Delhi. The sessions saw senior leaders from two of the largest and proud healthcare organisations of India— Capt (Dr) Usha Banerjee, Group Director Nursing, The Apollo Hospitals Group and Dr Sharon Vasuthevan, Chief Nursing and Quality Executive Life Healthcare Group, South Africa. Dr Sharon shared her experience and gave an international perspective on teaming up with the millennials and the Gen Z, realistically explaining how nursing leadership needs to engage and leverage the strengths of the newer generation of nurses.

Developing resilience is the need of the hour for every skill-based profession that touches human lives and hearts and impacts their well-being. Dr. Lydiya Albuquerque, President, National Association of Indian Nurses of America (NAINA) shared the need, rationale and tools for nurses to develop resilience and uplift themselves in today's era of technology, imposed demands of pandemic and challenged nursing workforce.

It was a proud moment to listen to N/Cdt. Rabiya Agnihotri, the national ANEI debate winner, a young Nursing Cadet from Army College of Nursing, New Delhi, and Ms. Priyanka N. Shirsath, Nurse Manager, from Jupiter Hospital, Thane. The voice of millennials was very highly appreciated, absorbed and applauded during the Q and A session anchored by the chair.



N/Cdt Rabiya Agnihotri  
BSc 4th Year  
CON, Army Hospital (R&R)  
Delhi Cantt



Priyanka N Shirsath  
Nurse Manager  
Jupiter Hospital  
Mumbai



## INNOVATION IN MANAGING HUMAN RESOURCES - PASSION FOR EXCELLENCE : COMPASSION FOR PEOPLE



**CHAIR**  
Ms. Ajitha P S  
Founder Treasurer  
Association of Nurse Executives (India)



**Speaker**  
Mr. Harshvendra Soin  
Global Chief People Officer  
Head- Marketing, Tech Mahindra Ltd.



**Speaker**  
Dr. Rosaline Rachel  
Vice President - TN Chapter  
Association of Nurse Executives (India)



**Speaker**  
Dr. Annu Kaushik  
EC Member  
Association of Nurse Executives (India)



**T**he role and significance of human resources in healthcare and dealing with them compassionately while striving for excellence have become more significant than ever before in the current time of pandemic-related disaster and distress across the globe.

Healthcare being a hugely people-focused industry, managing human resources appropriately has always been a challenge. How do we show compassion to those who go out of their way to serve humanity every single day? Some of the ways of showing compassion are by being accessible and by reaching out to them in person or by using technology in these times. We are striving every day to find innovative ways to be more compassionate towards healthcare workforce.

This topic was discussed in three different sessions. The first one emphasising on how we, as healthcare workers, could be more compassionate was held on the 21st of May 2021 chaired by Ms Ajitha P S, Founder Treasurer, ANEI. This session threw light on "How have HR practices evolved in 2020?", which was discussed by Mr. Harshvendra Soin, Global Chief People Officer, Head-Marketing, Tech Mahindra. He emphasised on creating human experiences in the era of co-existence of BOTS and humans; the need for trust, safety and wellbeing to be on the forefront; and redefining training models for upskilling and re-skilling. He explained how to enable frontline workers to increase virtual skilling and cross-skilling/upskilling.

He also discussed performance-guided learning, importance of employee recognition, and how technology can engage people meaningfully.



The session was followed by the ANEI study presentation on nurses' engagement by Dr. Rosaline Rachel, Vice President, ANEI TN Chapter. She discussed on how to engage nurses to achieve better results by making them successful and how to make nursing a desirable profession.

The last session of the track was on "Innovative staffing strategies" by Dr. Annu Kaushik, EC member, ANEI. She explained how nurse leaders can adapt and implement different strategies to keep up with the pace of changing trends and manage workforce. Optimum utilisation of nursing resources and adoption of technology are the two broad strategies that were emphasised on.

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## Our Well-Wishers and Partners


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## VALUE WHAT YOU DO; ADD VALUE BY WHAT YOU DO



**CHAIR**  
Ms. Josephine Cyrill  
President- Haryana Chapter  
Association of Nurse Executives (India)



**Speaker**  
Mr. Shiram Vijayakumar  
CEO, IHH,  
India



**Speaker**  
Ms. Haritha Vijayan  
President- Telangana Chapter  
Association of Nurse Executives (India)



**Speaker**  
Dr. K Sridhar  
Director, Institute of Neurosciences &  
Spine, MGM Healthcare, Chennai



**Speaker**  
Ms. Natasha Kohli  
Clinical Instructor  
Fortis Hospital, Mohali



**Speaker**  
Mr. Ashish Singh  
International Facilitator  
CEO Coach

The first session of Day 2 of ANEICON was on 'Nurse Leader – 360-degree view: Value what you do and add value by what you do'. It probed nurse leaders to think of the value they add to the lives of the ones who look up to them by what and how they handle their roles and responsibilities in an organisation. The track included not only eminent nurse leaders but also had accomplished leaders from varied disciplines and renowned organisations. The session was chaired by Ms. Josephine Cyril, President, ANEI Haryana Chapter.

The first speaker of the session was Mr. Shiram Vijayakumar, CEO, IHH, India, and the views came straight from the CEO's desk. The expectations being set straight from the senior most leaders of an organisation was a powerful kickstart for this session. This session was followed by Ms. Haritha Vijayan, ANEI, President, Telangana Chapter. She shared her thoughts and presented the findings of a study conducted by ANEI on nurses' well-being. This was a survey conducted at various healthcare organisations across the country. The interesting findings did bring out the fact that nurses today look forward to a collaborative and transformational nursing leadership and threw light on many other nurse-centric facts.

We had the third speaker, an eminent clinician, Dr. K Sridhar, Director, Institute of Neurosciences and Spine, MGM Healthcare, Chennai, talking on leadership—the role of 'why' and not just 'what' and 'how'.



# NURSES CHAMPIONING QUALITY - JURY



**Dr. Arati Verma**  
Senior Vice President  
Medical Quality  
Max Healthcare, New Delhi



**Ms. Lavina Lall**  
Head Quality & Patient Safety  
Manager General Administration  
Fortis Hospital Mulund



**Dr. Latha Venkatesan**  
Founder EC Member  
ANEI



**Ms. Vincy Trubhuvan**  
President Maharashtra Chapter  
ANEI



**Dr. Unmona Borgohain**  
President North East Chapter  
ANEI

True to the topic of 360-degree view of nurse leaders, we had our young clinical instructor, Ms. Natasha Kohli, Fortis Hospital, Mohali, Punjab, sharing her views from the “Lens of a Staff Nurse”. The last speaker of the session was Mr. Ashish Singh, an international facilitator and CEO coach from Star Consulting Global, India, who deliberated upon staff centricity versus customer synthesis.

The session witnessed interesting questions from the audience, and the brainstorming of the speakers was a treat to the eyes and ears.

## NURSES CHAMPIONING QUALITY

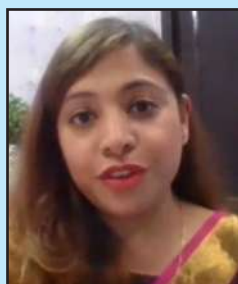


The second session on Day 2 of ANEICON was about the battle of brains, capability teamwork, innovation and patient safety. Yes, it was the time to evaluate and announce the winners for quality improvement projects.



Lijo  
KIMS Health, TVM

**WINNER**



Nishu  
Apollo, Delhi

**1<sup>ST</sup> RUNNER UP**



Deepika  
Glenegales, Chennai

**2<sup>ND</sup> RUNNER UP**

# SYNERGIZING EFFORTS - PANEL DISCUSSION



**Moderator**  
**Ms. Thankam Gomez**  
**President**

Association of Nurse Executives (India)



**Panelist**  
**Dr. Farukh Khan**  
**President**

The Nursing Teachers Association - (India)



**Panelist**  
**Col. Binu Sharma**  
**President**

Infusion Nursing Society (India)



**Panelist**  
**Dr. Jaya Kuruvilla**  
**President**

Critical Care Nurses Society (India)



**Panelist**  
**Dr. Jaeny Kemp**  
**Vice President South Region**  
**Trained Nurses Association of India**



**Panelist**  
**Dr. K Reddemma**  
**President**  
**Indian Society of Psychiatric Nurses**

The third session on Day 2 of ANEICON witnessed ‘Synergizing Efforts’—a panel discussion—where one of the rarest panels came together to synergize the thoughts of leading nursing bodies of the country. This panel was moderated amicably by Ms. Thankam Gomez, President of ANEI.

The power-packed panel included Col. Binu Sharma, President of Infusion Nurses Society India, an affiliate of INS US; Dr Jenny Camp, Vice President, South Region, Trained Nurses Association of India; Dr Jaya Kuruvilla, President Critical Care Nurses Society India; Dr. Farukh Khan, The Nursing Teachers Association, India; and Dr K Reddemma, President, Indian Society of Psychiatric Nurses.





## TECHNOLOGY, INNOVATIONS & SAFETY

PREPARE & PREVENT INSTEAD OF REPAIR AND REPENT

**PLAN**

**PREVENT**

**PROTECT**



**CHAIR**  
Ms. Sandhya Shankar  
President- Delhi Chapter  
Association of Nurse Executives (India)



**Speaker**  
Mr. Andres Melik  
Founder & CEO  
Cognuse Inc., Estonia



**Speaker**  
Dr. Donna M Prosser  
Chief Clinical Officer  
Patient Safety Movement Foundation,  
USA



**Speaker**  
Ms. Jane Mayes  
Clinical Education Manager, Essity, UK  
Honorary Tissue Viability Nurse  
NHS, UK

**T**he fourth session on Day 2 of ANEICON was about Technology, Innovations and Safety.

The tag line of the session says it all—Prepare and Prevent Instead of Repair and Repent. The session was chaired by Capt. Sandhya Shankar Pandey, President, ANEI Delhi Chapter, (National Executive Member, ANEI).

The first speaker of the session was Dr. Dona M Prosser, Chief Clinical Officer of Patient Safety Movement of USA, who spoke about leadership for safety. She mentioned that it is time to come together, equip with appropriate and adequate information and take charge of safety of patients and caregivers.

The second speaker was Ms. Jane Mayes, Clinical Education Manager, Essity and Honorary Tissue Viability Nurse, NHS, UK. Ms. Jane spoke about advanced practices and solutions in skin safety. The third speaker of the session was Dr. Andres Melik, founder and CEO of Cognuse inc. Estonia. Dr Melik shared his innovative software, which has helped nurses in the hospitals in having safe processes at the patient bedside. This has also helped them learn new technology but also acquire new competencies.

The session witnessed enthusiastic participation of young tech-savvy nurses throwing questions to the speakers. There were many thought provoking take-home messages.



**Dr. Jothi Clara Michael**  
Founder Vice President  
Association of Nurse Executives (India)



**Ms. Shubhada Sakurikar**  
Founder Secretary  
Association of Nurse Executives (India)



**Dr. Latha Venkatesan**  
Founder EC Member  
Association of Nurse Executives (India)



**Dr. Geeta Parwanda**  
President - UP Chapter  
Association of Nurse Executives (India)

## VALEDICTORY SESSION

1. First of all, ANEI is committed to enhance its presence by enrolling more members into its squad belonging to different Indian states that are not represented yet and different countries for enhancing its spread across India and the world. Diversity brings about different skill sets and specific domain expertise thus together we become robust and supreme. Coming year we shall be actively working on reaching out to people and adding them into our association.
2. The second commitment is to value-add into our offerings for nurses and therefore we intend to collaborate with others across India and the world that are willing to work with us in creating this value. Many different associations, organizations or bodies that have been working tirelessly to enhance the nursing practice, education or research, have shown interest to partner with ANEI. We shall explore and examine the possibility of collaboration with the intent of sharing, caring and learning from each other. The specific elements that we would be focusing on are-
  - Becoming an Associate member of the Trained Nurses Association of India, an eminent and established body of professional nursing and looking for opportunities of collaboration
  - Endorsing the Critical Care Competencies and Certification with Critical Care Nursing Society
  - Collaborating in researching and publications with NTAI (Nurse Teachers Association of India)
  - Partnering with ISPN (Indian Society of Psychiatric Nurses) for addressing the Mental Health Needs of our nurses during this stressful time.
  - Endorsing Infusion Safety Standards from Infusion Nurses Society- Indian Affiliate
3. The third aspect of our action plan is to direct our collective attention to improving the immediate work environment for nurses for being effective and efficient. Nurse's time must be used judiciously and patients must get the needful

attention while on duty. To achieve this we intend to do the following-

- Surveys to obtain 360 degrees inputs i.e. from patients & families, nurses and team members of the caring crew.
  - Interactive sessions with nurses and students to gain direct information and incorporate into our findings
  - Formation of a taskforce for summarizing the obtained inputs
  - Drafting a white paper on Healthy Work Environments by the taskforce
  - Validating with healthcare partners/ professionals and Executive Committee members of ANEI.
  - Placing on website for use by nurses and organizations
4. The fourth objective of our action plan focuses on reducing medication errors by nurses and ensuring safety of medication administration. Many of the younger nurses have been concerned about this aspect of care and desire to have a full-proof system to reduce any such errors occurring by their hands. Thus we shall be directing our efforts to publish a position statement on Rights of Nurses in Safe Administration of Medications. We shall be collaborating with our USA partners of Patient Safety to enhance our understanding and fulfill this objective.
5. The fifth assertion is about adopting more quality improvements projects at the patient-care interface to improve processes, systems and procedures directly bringing about positive healthcare outcomes. ANEI will aid in showcasing this body of work done by nurses in every quarter via publication or presentation or peer review. This will enhance the quality of work in nursing research and build evidence based practice of nursing in India apart from setting stage for cultivating confidence for the individuals involved.
6. The sixth and last aspect of our commitment is for developing nursing leadership for senior level nurses. In our country we lag behind in this area, as the drive to expand and apply it uniformly is deficient. Yet nurses move into leadership positions by default or due to their seniority in the system. Lack of training and understanding makes it all the more difficult for them to fulfill expectations of their organizations or followers. ANEI's intention is to standardize the training and skill-sets required by creating a structured approach such as a personal development plan to reach into higher leadership positions and thereby becoming effective and transformational leaders in nursing domain.



# ORGANIZING TEAM

