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### **Mentoring as a strategy to increase executive leadership competence during a developing country's health reform**

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Mentoring for leadership and stewardship development on the national, provincial and district level is a crucial strategy for delivering a better public health system. South Africa is seemingly, not achieving MDG goals 4 and 5 of reducing child, neonatal and maternal mortality rate. Seventy five percent of children are still dying and 23 000 in their first four weeks of life, 23 000 are still births and closely linked to 1660 maternal deaths. The National Health Minister's strategy of re-engineering primary health care and introduction of the National Health Insurance leads to a major political reform agenda calling for different functioning of health leaders. Any change must be seen to improve health outcomes. The introduction of NHI will give the community members an opportunity to choose health services on the basis of quality delivered. Three universities (two local and one international) collaborated with the National Department of Health, including a Non-Governmental Organisation to train Albertina Sisulu executive fellows. A reflective and competence development mentoring model is strategically applied to ensure delivery of quality health services. Both quantitative and qualitative approach using self-structured and interviews to collect data were used to evaluate the success of the mentoring programme. The outcome is empowering and building capacity of executive fellows to make decisions and choices in a decentralized/devolved authority.

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### **Factors influencing utilization of research findings in clinical practice by nurses in Botswana**

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Lack of knowledge or of its applications tends to reduce human's ability to find solution to everyday problem of life as well as those encouraged in their workplace hence reducing their effectiveness and efficiency. Nurses tend to underutilize findings from research during their everyday effort at improving patient care. There are factors which influence the extent and level of utilization of research findings. The aim of this study was to determine the extent of utilization of research findings by nurses in Botswana and to find factors which influence such utilization. The extent to which nurses use research findings, level of education, research skill, number of research related workshops attended, perceptions, attitude and research related courses taken influence level of utilization of research findings. This survey study tried to determine the level of influence of each of these factors. To test the nine research hypotheses posited to guide the study, data were collected from 305 practicing nurses in hospitals and clinics. These hypotheses were tested by carrying out t-test, one way ANOVA and correlation statistical analyses. The results showed that to a significant level nurses use research findings in clinical practice though research findings are significantly inaccessible. Level of education, number of research courses taken, research skill has significant influence the level of utilization of research findings on the other hand the number of research related workshops attended has no significant influence on the extent to which nurses use research results. Perception and attitude towards research was found to have influence on the nurses' level of utilization of research findings. The findings of the study are expected to inform policy makers in Botswana so that they are in better position when considering utilization of research findings in clinical practice to improve patient care. The study will assist nursing curriculum developers, nurses, research institutions to promote research culture and improve quality of care.

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