



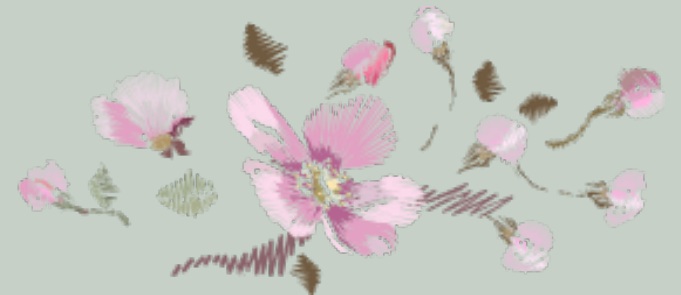
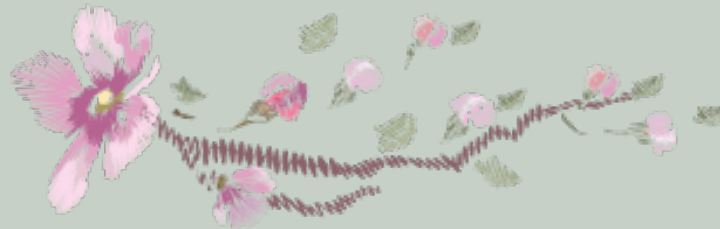
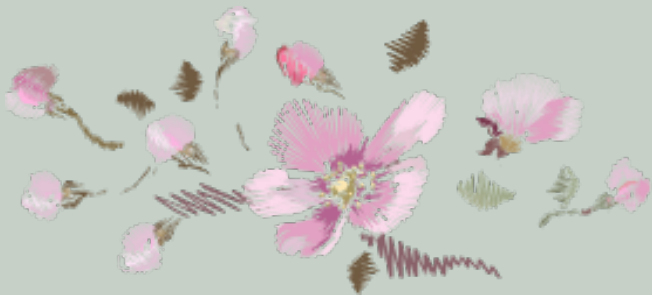
ThE NICU Journey

You Matter

Klarissa Troskie
South Africa

My Journey before 'you matter'

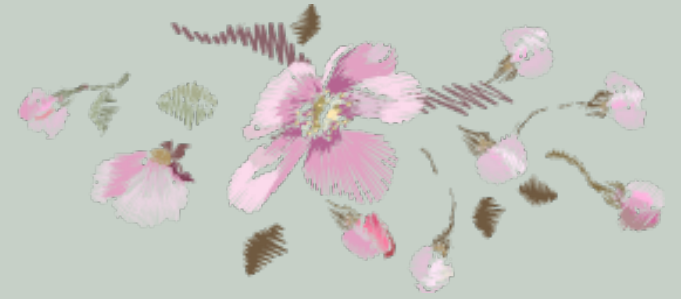
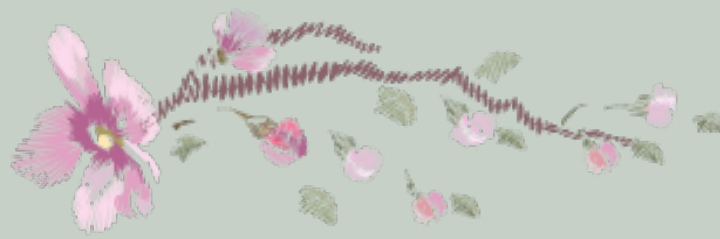
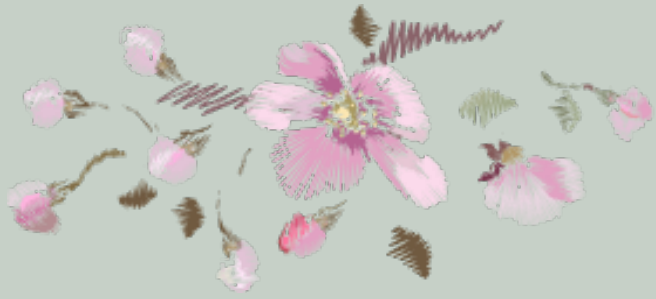
- First shift in the NICU in 2015
- First NNASA {Neonatal Association of South Africa} workshop in 2017
- MCHNLA {Maternal and Child Health Nursing Leadership Academy} 2018 - 2020
- Officially appointed in the NICU in 2020 after completing my Diploma in Midwifery
- NICU certificate course completed through Life Healthcare in 2021





The You Matter Initiative

- Mirriam Webster Dictionary defines 'matter' v as 'to be of importance'



Background of You Matter

- Inspiring mentors served as basis for initiative
{those that motivate others through their own persistent pursuit of leaving a worthy legacy}
- Development of leadership skills through the MCHNLA {[MCHNLA – Sigma](#)}
- Returned to ward after Academy and was able to reassess practices
- Discovered lack in neurodevelopmental and family centered practices [Little Steps](#)

YOU Matter

2018-2020

- Interprofessional care project based on the Kouzes and Posner book 'The Leadership Challenge'
The Leadership Challenge
- One sense chosen per month (vision, auditory, olfactory, tactile, proprioception, vestibular, taste)
- Education and awareness focused on specific sense
- Audits performed to measure progress of practices

"What happens in the first 1 000 days matters for a life time..."



Action	Not practiced	Effort noticed	Success!	Teachable Moment Created
Cycle lighting		✓		
Protect the eyes	✓			
Sleep management		✓		
Cluster Care			✓	

Focus areas for following week:

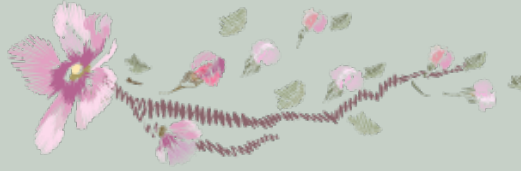
Team Focus

Reading materials



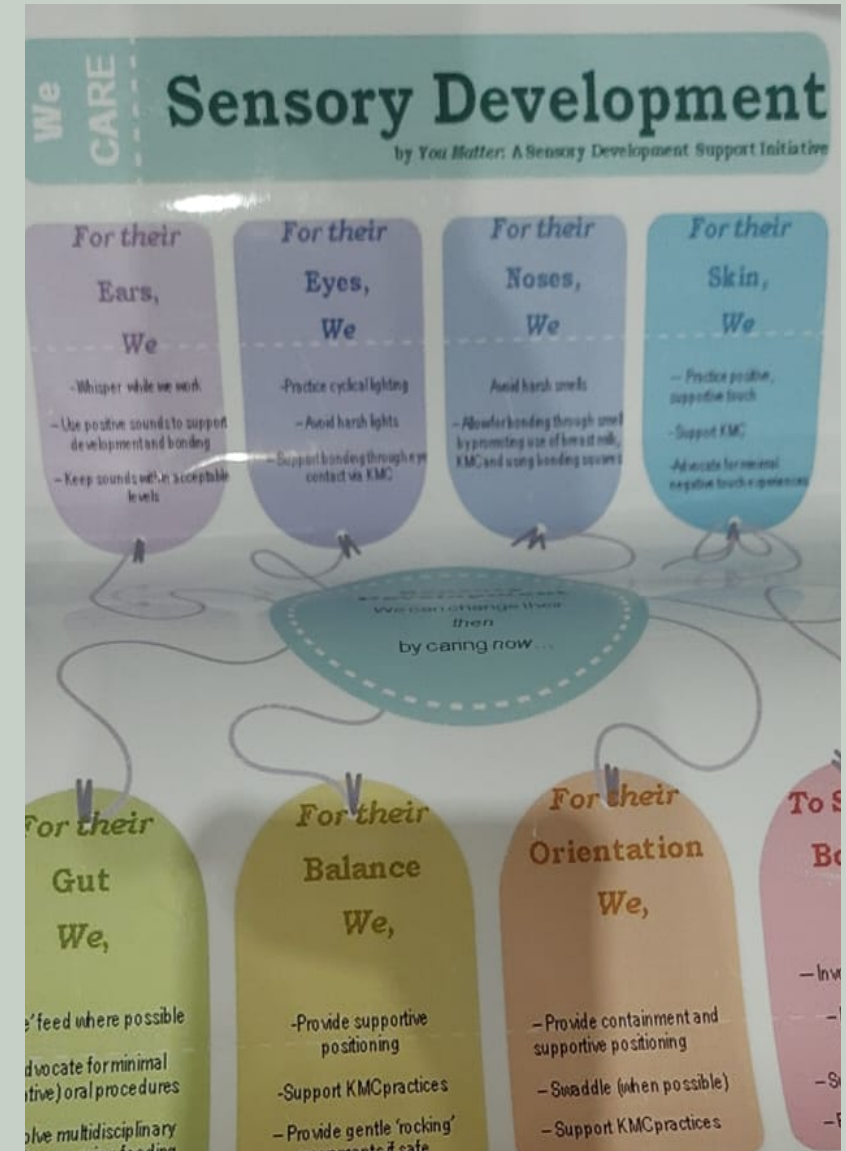
Audits





Short term impact

- Platform for continued education and awareness
- Slowly changing behaviour and focus



Long term impact

1. Multidisciplinary team more involved
2. Improved platform for advocating for neurodevelopmental supportive care
3. Habits/ routines increasingly based on neurodevelopmental supportive care
4. Practical changes: open visiting hours, improved KMC practices, improved training opportunities
5. Routinely *encouraging the heart* of the team and the parents

Future Focus

Continued training!

Orientating new/agency staff

Introduction of siblings to visit

Empowering team to continue their own projects/research





“It always takes a group of people
working together
with a common purpose
in an atmosphere of trust and
collaboration
to get extraordinary things done.”

James M. Kouzes



I've learned that people will forget what you *said*, people will forget what you *did*, but people will never forget how you made them feel.”

— Maya Angelou

The neonate’s fragile and vulnerable body and mind (and their family) will likely remember what you said, how you said it, what you did **and** how you made them feel.

Make sure that the legacy you leave is of such that it enables them to leave a positive legacy of their own...

Thank you

