

NOVO Symposium 2025

University of Iceland, Reykjavík
8.5 – 9.5.2025

Thursday, 8.5.2025

8.00	Registration	
8.30	Opening of Symposium	
8.40	Health-promoting leadership and communication flow	Lotta Dellve, University of Gothenburg
9.30	Session 1: Healthcare leadership	
	<ul style="list-style-type: none"> The design and content of a group-based program supporting first-line managers' recovery and their leadership for promoting employees' recovery 	Anna Dahlgren
	<ul style="list-style-type: none"> Leadership culture in healthcare administration 	Mira Karjalainen
	<ul style="list-style-type: none"> Agile Stepwise Quality Improvement – a way to support staff improvement initiatives and enhance change in volatile healthcare contexts 	Monica Nyström
	<ul style="list-style-type: none"> The importance of leadership for role clarity and accountability in healthcare 	Sigrún Gunnarsdóttir
10.50	<i>Coffee</i>	
11.10	Session 2: Healthcare leadership and well-being at work	
	<ul style="list-style-type: none"> Development of interactive workshops aiming at promoting and evaluating municipal managers' capability to have a voice in their working conditions 	Andrea Eriksson
	<ul style="list-style-type: none"> Healthcare leaders in Iceland lived experience of leadership during a creeping crisis 	Aðalheiður S Helgadóttir
	<ul style="list-style-type: none"> How can we combat future labor shortages in the healthcare sector? – Analyses of factors related to high staff turnover and of how organizations address future skill supply 	Hanne Berthelsen
12.10	<i>Lunch</i>	

13.00	Session 3: Healthcare structure and reform <ul style="list-style-type: none"> • Welfare technology as resources to improve and upskill eldercare work (or not) • The Danish municipal temporary stay – The <i>Swiss army knife</i> of elderly care • Identifying and characterizing distinct subgroups of medically complex older patients in Danish municipal temporary stay • Reformation of Scandinavian healthcare systems and novel models for municipal healthcare delivery 	Katrin Skagert Kasper Edwards Mahan Rajaeigolsefidi Rebecca F Gantriis
14.20	<i>Coffee</i>	
14.40	Session 4: Digital healthcare <ul style="list-style-type: none"> • Digitalization and leadership - identifying the needs of health and social care professionals • Associations of digital appointments with continuity and quality of care among patients with long-term illnesses • Clinical evaluations via teleconsultations: Physicians' perspectives across different work environments in Finland 	Anu Kaihlanen Emma Kainiemi Lotta Virtanen
15.40	<i>Break</i>	
16.00	Session 5 Healthcare leadership and teams <ul style="list-style-type: none"> • Present leadership in human service organizations • Pitfalls of collaborative decision-making? The positions of nursing professionals in workplace decision-making practices in long-term care 	Monica Anderson Back Vilhemiina Lehto-Niskala
17.00	<i>Closing of the day / Visit and dinner at the Nordic House.</i>	

Friday, 9.5.2025

8.00 **Opening**

8.10 **Session 6: Digital healthcare and teams**

- Technology in assisted living facilities with 24/7 service – effects on staffing levels Timo Sinervo
- Digital services in eldercare: Exploring the dualities in the domestication of welfare technologies Susanne Fennert
- Team-Birth – a multidimensional intervention aiming to improve teamwork, person-centered care and patient safety in maternity care Malin Edqvist
- Deliberately Developmental Healthcare Carl Savage

9.30 *Coffee*

9.50 **Session 7: Healthcare safety and well-being at work**

- Missed Nursing Care - a Global Concern of Every Health Care Professional Helga Bragadóttir
- The experience of foreign nurses working at Landspítali University Hospital in Iceland: Focus group interviews Wendill Viejo
- How to support first-line healthcare managers in promoting both their own and employees' recovery: A qualitative interview study Majken Epstein
- Work organization and employee well-being among Finnish home care employees Salla Ruotsalainen

11.10 *Break*

11.30 **Session 8: Healthcare quality and generative AI in team context**

- Recognition of individuality in enhancing quality home care and services for older people: findings of an integrative review Jonna Puustinen
- Focused patient flows Peter Almström
- The social identity of generative AI in team context: Examining human-AI collaborative dynamics Frode Haldal

12.50 *Closing of Symposium and Lunch*