

**Abstract**

The purpose of this historical research is to study the nursing leadership development of Associate Professor Dr.Saiyud Niyomwiphat. Data was collected using non-structured interviews with open-ended questions and in-depth interviews with Dr.Niyomwiphat. Additional information was gathered, analysed and synthesized via interviews with associate personnel and various documentations relating to her nursing leadership development such as government documents, declarations, articles, year- books, and reports.

The result of this study indicated that :

1. The development of Associate Professor Dr.Saiyud Niyomwiphat's nursing leadership may have begun in the socio-cultural context of middle-class family values which cultivated her accountability and tidiness. Furthermore, she developed a positive attitude under her mentor Manee Sahasanon, while enrolled in the Primary Nursing Program at the School of Nursing under the Ministry of Public Health. Not until attending University in United States to acquire her B.Sc. and M.Sc., did she begin to fully develop concepts of professional nursing. Upon returning to Thailand, Dr. Niyomwiphat procured the position of director of the School of Nursing under the Ministry of Public Health which began her leadership role. This was followed by her founding the Faculty of Nursing at Khonkaen University and her subsequent appoint as a dean. Her leadership values were further revealed after an invitation to the position of regional advisor for Southeast Asia within the World Health Organizaton (W.H.O.)

2. Methods of developing nursing leadership came from her commitment to develop the status and role of the nursing profession in Thailand. She learned to develop herself first through awareness and by improving her knowledge, attitude, beliefs, and values; second by continuous study (self study and courses); and third by ability to identify leadership through reading biographies and by talking with reputable leaders of nursing and the elite women of Thai society. Her fourth method was on-the-job training to be a leader.

3. Her inherent leadership qualities and style began in her childhood but more importantly was self-developed within conducive social context conditioning. The specific qualities of her leadership abilities can be described as: a visionary leader; handing an expert

power; charismatic behavior; good human relationship and skillfull two-way communication. She balanced autocracy with a democratic approach to leadership. Most of her subordinates felt that they were supported, dealt with considerately and stimulated intelletually under her direction. It seems apparent that she utilized a paternalistic approach to governing her staff as did former style of Thai government.