

2019 CANNT Award of Excellence – Administrative
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I had never considered nursing as a career choice until a colleague told me I'd "make a good nurse". So at the age of 27 I entered the 3 year nursing program at the Misericordia School of Nursing in Edmonton, AB. I was one of a small handful of mature students in a class of 88 students. I surpassed the goal I set for myself to finish in the top 10 by achieving highest academic marks in all 3 years, receiving 3 bursaries and a scholarship. I graduated in May 1988 and was offered 3 jobs, 2 at the Misericordia Hospital and one in a rural hospital. I had done a practicum at St. Therese Hospital in St. Paul, AB and due to my strong desire to "live in the country", I chose the rural option. In 1990, I accepted a position at Our Lady's Hospital in Vilna, AB. Being a small rural hospital, I was exposed to pediatrics, geriatrics, ER, obstetrics and everything in between. In 1999 when the hospital was closed, I had the opportunity to join the 2 LPNs who ran the dialysis unit in St. Paul, AB. I had found my calling in Nephrology nursing. I had an excellent mentor and role model in Tracy Delorme, my unit manager. In 2003 I received my certification in Nephrology.

While on a road trip in BC, Tracy texted me to say she had accepted the PCM position and wanted me to apply for the unit manager position. I had told Tracy numerous times that "she couldn't pay me enough to do her job" as I knew how hard she worked and I just wasn't interested in management. Needless to say, in October 2016 I started my new position as unit manager of 5, then 9, and now 7 rural dialysis units. When I accepted the unit manager position, I had thought about the type of manager and leader I wanted to be.

1. I would listen to my staff and be supportive of them.
2. I would focus on my staffs' individual strengths and build on those strengths knowing their lesser traits would also grow stronger.
3. I would encourage my staff to be the best they can be by giving them the support and opportunities they needed to succeed.
4. I would hold them accountable for their behaviour by encouraging them to strive for insight and personal growth.
5. I would lead by example and be a positive mentor and leader. My goal was and still is that by treating my staff with kindness, respect and encouragement, my staff will be happy and fulfilled in their work and will therefore give the best patient care they are capable of giving. Patient care is at the root of all we do. The first RN I hired as a new unit manager is now a new manager in our renal program and I have the privilege and honour of being her mentor. This is a wonderful opportunity for me as I am nearing the end of my nursing career.