

Nurse Managers' Perception for Future Foresight in Nursing

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Abstract:

Background: Futurology or future studies is a science that deals with the possible, the possible, and the preferred from the future, along with things with few possibilities but with great effects that can accompany their occurrence, even with expected events with high probability, such as low communication costs, the inflation of the Internet, or an increase in the percentage of The segment of the centenarians in a particular country. **Aims:** assess nurse managers' perception of future foresight in nursing at Assiut University Hospitals. **Study design:** A descriptive design. **Setting:** The study was conducted in all Assiut University Hospitals. **Subject:** All Nurse Managers (N= 250). **Methods:** It including personal characteristics data for the study subject, future foresight questionnaire that included nine factors. **Results:** the highest mean scores regarding "Importance of foreseeing the future" among the studied subject in all hospitals, the highest mean scores regarding all factors in Al-Orman hospital. **Conclusion:** There were statistically significance differences regarding all factors of future foresight among studied nurse managers' in Al Orman hospital. **Recommendations:** The top manager should give the Nurse Managers opportunities to their area of responsibility participate in decision making to implement tools future foresight in all areas at Assiut University Hospitals , Encourage the nurse manager to participate in workshop about future foresight factors and tools to increase their commitment toward goal achievement.

Keywords: Future Foresight Factors, Nurse Managers & Perception.

Introduction:

Foresight is important matters that direct the institution to several matter, the most important of which are; Surveying the environment, identifying consumer and customer behavior trends, prevailing organization trends, identifying defects, modern technologies, competitors, customer needs, recklessness and lack of clarity, in addition to interpreting data, identifying and anticipating opportunities and threats, and evaluating available options for decision-making (Kyzym, 2020). The future foresight used in organizations to becoming more professional and widespread, support strategic management & increase the innovation capacity (Ahmed & Abdelhamid, 2021). Pesut, (2000) defined nursing foresight is the ability and act of forecasting what was be needed in the future in

light of emergent health care trends which have consequences for population and planetary health, as well as the profession's purpose, definition, professional scope, and standards of practice. While Collins ,(2022) defined future foresight as someone's foresight is ability to see what is likely to happen in the future and to take appropriate action.

People cannot predict the future and that isn't the aim of future foresight. It is a practice that engages the process of future foresight thinking to develop strategies or plans for the future. Future foresight tools enable you to discover which potential futures are possible. And then to decide which ones would prefer (Lustig, 2017). Strategic foresight do not predict the future; rather, they help leaders better understand current and potential situations while creating a roadmap for innovation that guides

inspired actions (**Bishop, 2012 & Reimers, 2018**).

Wikipedia, (2020) reported that, Strategic foresight is a structured and systematic way of using ideas about the future to anticipate and better prepare for change. It is about exploring different plausible futures that could arise, and the opportunities and challenges they could present. The people use those ideas to make better decisions and act now. Strategic foresight has six steps: Frame the domain; Scan for trends; Forecast scenarios; Envision the future; Back cast; and Implement.

Schwarz, (2018) represented that, The following principles the future are as: is plural; possible, plausible, probable, and preferable; open; fuzzy; surprising; not surprising; fast; slow; archetypal; and inbound and outbound. The future foresight have the following principles to do it as draw a lesson from the past by studying the most important developments at the regional and global levels and impacts such as: available opportunities, imposed restrictions or threats and risks; Imagine a future situation for two or three decades, to define goals and interests, using modern models and methods; Avoid any bias and proceed from postulates and assumptions agreed upon from various directions of scientific, intellectual, ideological and technological research; Reliance is not limited to leaders and managers in the process of foreseeing the future, but diversity and homogeneity must be ensured in the work team and; Adopting different scenarios, prepared in advance for all possible cases, to help the decision-maker visualize future challenges.

The importance of foreseeing the future. Focusing on the long-term strategic aspects of the future (21-50) years; Detect change agents faster; Dealing with the mysterious side inherent in the future; Identify a wide range of opportunities and threats; Minimizing the effects of (the surprise factor) as much as possible; Deal with ambiguity and complexity without fear; Discover the innovators in the institutions Employ a huge amount of information and benefit from it; Reconsider problems and make the best decisions; Contributes to modifying the

organization's strategic plan to be in line with potential future conditions and Enhances flexibility and speed of action (**Gerry, 2018**).

To create the future The first step in strategic foresight is to define the future you want to explore for your pool or for a specific pool initiative you want to bring focus to. Futurists call this "framing the domain." To frame your domain, think carefully about these two components: 1. The subject of your inquiry. What specific areas do you want to explore? Some common pooling domain examples include future needs within a specific line of action. 2. The time horizon you want to explore. Three and five year time horizons are usually too short for a foresight project to be truly strategic. Ten years is better. Twenty years is ideal. Twenty years is long enough to stretch people's thinking, and is also the length of a generation (**Joseph, et al 2020**).

Significance of the study:

While the researchers reviewed of the literatures found that there were many internationally studies published in professional articles and journals, the first one titled by "Emergence of shared perceptions of futures in a foresight system" done by (**Dufva, et al. 2019**). the second title done by **Joseph, et al (2020)** "Strategic Foresight Issue: Introduction". Technological Forecasting and Social Change. The third title "Corporate foresight and innovation management: A portfolio-approach in evaluating organizational development". Futures - the Journal of Policy Planning and Futures Studies done by (**Gravct, et al., 2020**). And lastly title "Futures studies and foresight for science, technology and innovation: trends of using big data and Machine learning" done by (**Muraro, , 2021**). It was noticed that there were no studies done in Upper Egypt about Future Foresight in Nursing at Assiut University hospitals, so the researchers intended to study the phenomenon among nurse's managers through assesses their perception about Future Foresight in Nursing.

Aim of the study:

The present study aims to: assess nurse managers' perception for future foresight in nursing at Assiut University Hospitals.

Research question:

To fulfill the aim of the present study, the following research questions are formulated:

Q1. Did the nurse managers haven't enough knowledge about future foresight in Nursing?

Q2. What are the relation among future foresight in nursing factors?

Q3. What is the correlation between future foresight system factors with studied Nurse Managers' personal & job characteristics?

Subjects and Methods:

-Design: A descriptive design was utilized for the current study.

-Setting: This study was conducted in all Assiut University Hospitals (Main, Productive Woman, Pediatric, Orman, Neurological and Urological Hospitals).

-Subjects: All Nurse Managers (Directors, Supervisors and Head nurses) working in Assiut University Hospitals total no. (250 Nurse Managers). Main Hospital (47); Productive Woman Hospital (30); Pediatric Hospital (40); El Rajeh Hospital (25); Al Orman Hospital (40); Neurological Hospital (33); & Urological Hospital (36).

Data collection:

The data were collected using self-administered questionnaire including:

***Study tool (I): Personal & Job characteristics for study subject:** It was developed by the researcher, it include questions related to age, gender, unit, marital status, job position, Educational qualification, and years of experience.

***Study tool (II): Future Foresight questionnaire:** which was prepared by the researchers, based on review of current related literature (El Tabje, 2021) to assess nurse manager's perception about future foresight in nursing. it contain 54 Items classified into nine factors, concept of Future foresight (6 items), Strategic foresight dimensions (5 items), To create the future (5 Items), Principles of foreseeing the future (5 items), Importance of foreseeing the future (8 items), Planning for the future (5 items), natural foresight framework (5 items), Future foresight tools (8 items), Future foresight formula (7 items). **Scoring system:** The participants were answered the all questions by yes scored (one) or no scored (zero).

Study procedures:

Faced validity: was done to guarantee precise understanding of the review apparatus. The information was gathered by the analyst through organized talking with Nurse Managers. The analyst had disclosed the survey to everyone. An authority authorization will get from the medical clinic chief, the nursing administration organization chief, and the top of every division prior to leaving on the information assortment. The genuine information assortment will begin in December 2022 and finished in January 2023. The analysts will meet the attendant's supervisors, disclosing to them the reason for the review, and asking them for their oral agree to partake. Also,

Content Validity was checked and dissected utilizing corroborative factor examination test to guarantee (significance, clearness, and responsibility of every things of the review device) and its outcome was ≥ 1.8 for all things of the review instrument.

The pilot study: The pilot study serves to test the attainability, clearness, and practicability of the information assortment instrument. It did on 10% attendant's directors from various Assiut University Hospitals. The pilot study was gathered in November 2022. The review subject remembered for the pilot study was remembered for the current review. Information gathered from the pilot study were dissected to test consistency of study apparatus utilizing Cronbach's Alpha Coefficient test. The

outcome was $\alpha \geq 0.86$ for every thing of the instrument things.

Ethical consideration:

The Nurse Managers remembered for the pilot study were incorporated from the current review. Examination proposition supported from moral council at the Faculty of Nursing Assiut University. There is no danger for concentrate on members during utilization of the examination. The review followed normal moral standards in clinical exploration. Oral arrangement took from the members in this review. Study members reserve the option to decline or to take part as well as pull out from the review with no judicious whenever. Secrecy and namelessness guaranteed. Study members protection thought about assortment of information.

Statically analysis: Information section and measurable investigation utilized SPSS 20.0 factual programming bundle. Information present utilizes illustrative measurements as recurrence, rates, mean and standard deviation. Pearson connection examination can use for appraisal of the between connections among quantitative factors, and Spearman rank relationship for positioned ones. Measurable importance consider at $p\text{-value} < 0.05$.

Results:

This table represent the percentage distribution of personal & job characteristics for the studied subjects at Assiut University Hospitals. showed that More than half of nurses Managers were aged less than 30 yrs. old in Main, Pediatric and Urology Hospitals (58.7%, 57.5%, 52.8%) respectively, the high percentage of study subject in all Hospitals were female(100%) and except in Main Hospital were nearly three quarters , (100%) of study subject in Pediatric Hospital have Bachelor degree, and followed it Main Hospital (97.8%) then El Rajhi and El Orman (80%) of study subject have the same degree. more than half percentage of study subject were married in most Hospitals except in Main Hospital were nearly half percentage for male study subject (47.8%) respectively. the high percentage of study subject were have years of experience that less

than five in Main hospital followed pediatric hospital (54.3%, 52.5%) respectively.

This table showed that, the highest main score of most future foresight factors in Al Orman Hospital among the studied subjects. But, the highest main score of Importance of foreseeing the future factor in all hospital among the studied subjects (4.8 ± 2.4 , 4.27 ± 2.1 , 4.23 ± 2.57 , 5.08 ± 2.16 , 4.45 ± 1.46 , 5.65 ± 1.14 & 5.81 ± 1.69) respectively, while the highest main score of concept of future foresight factor in Al Orman Hospital & followed pediatric Hospital (4.73 ± 0.99 & 4.6 ± 1.43) respectively. the highest mean scores of Future foresight tools factor in Al-Orman hospital & followed Al Rajhe hospital among the studied nurses (6 ± 1.2 & 5.47 ± 1.44) respectively and & there were Statistically Significant Difference at all items in all Hospitals (* $P \leq 0.000^{**}$, 0.001^{**} , & 0.0002^{*}).

This table depicted that, highly positive correlation between planning for the future factors with future foresight tools factor among studied subject. while, natural foresight framework with future foresight formula among studied subject and finally this table presented the positive correlation between Importance of foreseeing the future & Principles of foreseeing the future and also natural foresight framework factors among studied subject (0.627^{**} & 0.622^{**} , $.548^{**}$, $.495^{**}$) respectively.

This table illustrated that, there were positive correlations between level of education and all factors of future foresight in neurological hospital. Also, the positive correlation between years of experience and all factors of future foresight factors in Al Orman Hospital. While there were negative correlations between marital status and all factors of future foresight among the studied subject at Women's health, Pediatric and Al Rajhe hospitals (-0.063 , -0.017 & -0.240^{*}), respectively. There were statistically significant differences between age and years of experience in Al Orman Hospitals and between gender and level of education in Neurological Hospital ($p < .05$)

This table demonstrates regression analysis for nine future foresight factors; in univariate regression; it was found that nine factors had significant predicted relations with levels of education (0.134 , 2.130 & 0.034^{*} respectively) while in multivariate future foresight regression; it was found in the same factor were significant as in univariate future foresight regression as the odd

ratio was (0.132, 1.974 & 0.050* respectively.) which were significant too.

Table (1): Distribution of Personal characteristics of the studied subjects, At Assiut University Hospitals

Personal characteristics	Main Hospital (n=46)		Women Health (n=30)		Pediatric (n=40)		Al rahjhy (n=25)		Neurology (n=33)		Al-orman (n=40)		Urology (n=36)		Total (n=250)	
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%
Age: (years)																
Less than 30 yr	27	58.7	13	43.3	23	57.5	12	48.0	13	39.4	18	45.0	19	52.8	125	50.0
from 30-40 yrs	16	34.8	14	46.7	13	32.5	13	52.0	10	30.3	18	45.0	11	30.6	95	38.0
↑than 40 yrs.	3	6.5	3	10.0	4	10.0	0	0.0	10	30.3	4	10.0	6	16.7	30	12.0
Mean ± SD	30.54±5.63		33.8±8.1		32±5.33		31.44±4.92		36.12±9.28		33.48±7.69		32.36±7.22		32.72±7.12	
Sex																
Male	13	28.3	0	0.0	0	0.0	0	0.0	7	21.2	0	0.0	0	0.0	20	8.0
Female	33	71.7	30	100.0	40	100.0	25	100.0	26	78.8	40	100.0	36	100.0	230	92.0
Level of education																
Technical	0	0.0	1	3.3	0	0.0	0	0.0	4	12.1	1	2.5	0	0.0	6	2.4
Bachelor	45	97.8	23	76.7	40	100.0	20	80.0	21	63.6	32	80.0	20	55.6	201	80.4
Master degree	1	2.2	6	20.0	0	0.0	5	20.0	5	15.2	7	17.5	11	30.6	35	14.0
Doctoral	0	0.0	0	0.0	0	0.0	0	0.0	3	9.1	0	0.0	5	13.9	8	3.2
Marital status																
Single	22	47.8	5	16.7	9	22.5	3	12.0	12	36.4	9	22.5	10	27.8	70	28.0
Married	23	50.0	21	70.0	27	67.5	20	80.0	15	45.5	25	62.5	22	61.1	153	61.2
Divorced	0	0.0	1	3.3	1	2.5	1	4.0	3	9.1	2	5.0	3	8.3	11	4.4
Widow	1	2.2	3	10.0	3	7.5	1	4.0	3	9.1	4	10.0	1	2.8	16	6.4
Experience year																
less than 5 year	25	54.3	11	36.7	21	52.5	9	36.0	13	39.4	16	40.0	14	38.9	109	43.6
From 5-10 yr	10	21.7	7	23.3	10	25.0	8	32.0	2	6.1	8	20.0	10	27.8	55	22.0
from 10- 15 yr	6	13.0	9	30.0	3	7.5	8	32.0	5	15.2	14	35.0	7	19.4	52	20.8
↑than 15 yr s	5	10.9	3	10.0	6	15.0	0	0.0	13	39.4	2	5.0	5	13.9	34	13.6
Mean ± SD	7±5.42		10.07±7.76		7.65±5.56		8.36±4.79		12.24±9.16		9±6.54		8.71±5.5		8.87±6.61	

Table (2):- Scores comparison between hospital At Assiut University for nurse managers' knowledge regarding Future foresight factors

Factors	Max Score	Main Hospital	Women Health	Pediatric	Al rahjhy	Neurological	Al-roman	Urological	P. value
		Mean±SD	Mean±SD	Mean±SD	Mean±SD	Mean±SD	Mean±SD	Mean±SD	
concept of Future foresight	6	4.35±1.65	3.27±1.51	4.45±1.43	4.4±1.44	3.82±1.26	4.73±0.99	4.42±1.05	<0.001**
Strategic foresight dimensions	5	3.46±1.28	2.73±1.28	3.53±1.34	4.16±1.11	3.06±1.37	3.95±0.9	4.22±0.93	<0.001**
To create the future	5	3.11±1.62	2.8±1.37	2.75±1.61	3.44±1.83	2.79±1.22	3.73±0.99	3.17±1.13	0.025*
Principles of foreseeing the future	5	3.3±1.59	2.53±1.25	3.2±1.44	3.56±1.53	3.03±0.88	3.73±0.93	4.25±0.94	<0.001**
Importance of foreseeing the future	8	4.8±2.4	4.27±2.1	4.23±2.57	5.08±2.16	4.45±1.46	5.65±1.14	5.81±1.69	0.001**
Planning for the future	5	2.74±1.94	2.67±1.24	2.5±1.65	2.36±2.23	3.15±1.23	3.8±0.91	3.36±0.99	<0.001**
natural foresight framework	5	2.96±1.66	2.43±1.38	2.5±1.65	3.32±1.86	3±0.83	3.78±1.03	2.97±1.06	0.001**
Future foresight tools	8	3.83±2.65	3.77±1.28	4.3±2.31	3.44±2.26	4.79±1.11	6±1.2	5.47±1.44	<0.001**
Future foresight formula	7	4.57±2.16	3.6±2.09	4±2.05	5.56±1.53	3.97±1.38	4.88±1.14	4.28±1.49	0.001**
Total	54	33.11±11.7	28.07±12	31.45±9.98	35.32±10.53	32.06±6.11	40.23±4.12	37.94±7.14	<0.001**

ANOVA TEST *Statistically Significant Difference at P .value <0.05, **Statistically Significant Difference at P .value <0.01

Table (3): Correlation between items of nurse managers' perception regarding on future foresight factors

Items	concept of Future foresight	Strategic foresight dimensions	create the future	Principles of foreseeing the future	Importance of foreseeing the future	Planning for the future	natural foresight framework	Future foresight tools	Future foresight formula	Total
concept of Future foresight	1									
Strategic foresight dimensions	.304**	1								
To create the future	.417**	.298**	1							
Principles of foreseeing the future	.236**	.437**	.339**	1						
Importance of foreseeing the future	.386**	.280**	.495**	.318**	1					
Planning for the future	.271**	.233**	.474**	.332**	.583**	1				
natural foresight framework	.317**	.354**	.454**	.336**	.548**	.594**	1			
Future foresight tools	.277**	.165**	.338**	.286**	.512**	.627**	.462**	1		
Future foresight formula	.336**	.318**	.371**	.364**	.456**	.413**	.622**	.390**	1	
Total	.566**	.516**	.675**	.571**	.781**	.759**	.771**	.705**	.711**	1

Pearson test **Statistically Significant Correlation at P .value <0.01

Table (4): Correlation between items of Nursing managers' perception in all hospitals on future foresight factors Related to personal data

Correlations	Nursing managers' perception form on future foresight management factors								
	Main	Women's health	Pediatric	Rajhi	Neurology	Elorman	Urology	Total	
Age	R	.241	.262	-.066	-.110	-.017	.325*	.146	0.095
	P	.106	.162	.686	.601	.927	.041	.395	0.133
Sex	R	-.144	-	-	-	.757**	-	-	0.083
	P	.339	-	-	-	.000	-	-	0.192
Level of education	R	.063	-.167	-	.033	.631**	.035	.028	.134*
	P	.677	.377	-	.876	.000	.832	.870	0.034
Marital status	R	.154	-.063	-.017	-.240	.018	.148	.086	0.021
	P	.308	.742	.915	.248	.922	.363	.616	0.745
Experience year	R	.131	.305	-.076	.040	-.053	.444**	.139	0.087
	P	.385	.101	.643	.849	.768	.004	.420	0.170

*Statistically Significant Correlation at P .value <0.05- **Statistically Significant Correlation at P .value <0.01

Table (5): Univariate and Multivariate Linear regression for Nursing managers' perception form on Future foresight factors Nurses Managers with their Personal characteristics

Personal characteristics	Nursing managers' perception form on future foresight management factors					
	Univariate			Multivariate		
	Beta	T	Sig.	Beta	T	Sig.
Age	0.095	1.506	0.133	.181	1.116	0.266
Sex	0.083	1.307	0.192	.057	.848	0.397
Level of education	0.134	2.130	0.034*	.132	1.974	0.050*
Marital status	0.021	0.325	0.745	-.020	-.279	0.780
Experience year	0.087	1.375	0.170	-.074	-.470	0.639

*Statistically Predictor Factor at P .value <0.05

Discussion:

Future foresight in nursing is the ability and act of forecasting what will be needed in the future in light of emergent health care trends which have consequences for population and planetary health, as well as the profession's purpose, definition, professional scope, and standards of practice. the future of nursing is help in leading change and advancing health (Wisdom, 2017). The present study aims to assess nurse managers' perception for future foresight in nursing at Assiut University Hospitals.

From the findings of the present study, it is appeared that there were the highest mean scores of Future foresight tools factor in Al-Orman hospital & followed Al Rajhe hospital among the studied nurses as regarding the knowledge of this factor found in table No.2 . The researchers point of view in this results the soured in the mentioned hospitals because that have the hard important in the quality standards and have strategic plan on organization policy. In this finding consistent with **United nations (2021)** A foresight-based approach is instrumental in ensuring that strategic policies and plans, such as national strategies, regional-level visions, local development plans, or frameworks for development cooperation, are developed to ensure a more equitable future, and incorporate diverse voices and perspectives. The impact of using strategic foresight is hard to measure, because of the difficulties in counterfactuals, that is, evaluating something that has been avoided. However, in a fast

moving, uncertain environment, the risk of not considering the future in policymaking and attributing causality in an ever-changing context and the challenges of capturing.

From the findings of the present study, it is appeared that there were highly positive correlation between planning for the future factors with future foresight tools factor among studied subject. while, natural foresight framework with future foresight formula among studied subject and finally the positive correlation between Importance of foreseeing the future & Principles of foreseeing the future and also natural foresight framework factors among studied subject found in table No.3. Accordance the researcher opinions the nurse manager work in hospital follows the system of HIS, So, who have motive to apply this strategy to strategic plan and follow the factors of future foresight factors

In this finding consistent with **Chan, (2014)**: Governments increasingly realize that few contemporary challenges can be confined to one policy area and that a single-issue focus is in many instances insufficient. Climate change, for example, crosscuts other issues of concern including access to water, agriculture, food security and urban planning. Information silos common in highly decentralized, bureaucratic organizations can hinder 'whole-picture' perspectives. This presents a further challenge for decision makers tasked with formulating strategies and policies that effectively address interconnected and interdependent problems. In an increasingly complex and rapidly changing

world, what is the value of futures thinking and foresight programmers as long-term planning tools in strategic policymaking, especially its implication in the development context of low-income countries? The purpose of this paper is to support decision and policymakers in developing countries to maximize the strengths and benefits of national foresight programmers, which will require embracing levels of risk and uncertainty outside the typical bureaucrat's usual comfort zone.

Moreover, **Strategic Foresight (2019)** document that to provide senior officials from centers of government with a brief guide to strengthening the foresight capacity of their governments through a better use of strategic foresight in policymaking. The piece begins with an introduction to foresight and examples of its use by governments and other organizations. This is followed by a description of key components for building a more comprehensive strategic foresight system in government and designing successful foresight interventions, drawing on best practices from around the world. The ways that governments may wish to collaborate with the OECD to advance strategic foresight and preparedness for the future both within their own countries and through global collaboration.

From the findings of the present study, it is appeared that there were positive correlations between level of education and all factors of future foresight in neurological hospital. Also, the positive correlation between years of experience and all factors of future foresight factors in Al Orman Hospital. found in table no 4 & 5. The researchers point of view in this result the previously mentioned hospitals have important to implement educational programs as systematically about this tools to have a good perception for nurse managers.

In this finding consistent with **Berkhout, & Hertin, (2012)** represents the Foresight Futures, a participative planning tool developed by SPRU-Science and Technology Policy Research for the UK Foresight Programmed. It describes the process of developing the scenario framework, sets out the key dimensions and basic storylines and summarizes different ways

in which the Foresight Futures have been applied by government, researchers and industry. Focusing on practical ways of using the scenarios, the final part of the paper provides guidance on their use and discusses the potential of the approach. **Keller & Heiko (2014)**: who added that, promote knowledge that focus of foresight exercises from scanning and data retrieval to more qualitative steps, such as interpretation, decision-making and implementation. In a growing foresight market, ICT should contribute to more efficient and accurate foresight processes with better accessibility to information, easy-to-use collaboration tools, data and knowledge linkages, quantitative modeling tools and process optimization.

Moreover, **Toni, et al (2015)** represented In their study the foresight system is studied as a subsystem embedded in a wider innovation system. For scrutinizing the construction of shared perceptions, who made an empirical analysis of the written documents generated during the production of the Finnish Government's Report on the Future. Although some authors reported that to assume greater foresight in certain studies, or planning studies in general, use the information of the recorded past and the assumptions of the possible future to meet the perceived **Shearer, (2016)**

Katherine, & Walton, (2020). reported in their study through qualitative analysis guided by text-mining we tracked the conceptual changes documented in the different phases of this process. The concept of growth was the key analytical target. Foresight is critical to success in all areas of our lives, including major life decisions. In contrast to success, people who lack foresight are only too likely to find themselves unemployed when jobs are unexpectedly lost to new technologies, competition from overseas, or shifts in consumer tastes. Without foresight, we often have little idea of what to do next, so developing our foresight maybe the best way to safeguard our current jobs and future employability

Conclusion:

Based on the results of the present study, the following conclusions: statistically significance differences among hospitals in the study in all factors of future foresight " concept of future foresight, strategic foresight dimensions, create the future, principles of foreseeing the future, Importance of foreseeing the future, planning for the future, natural foresight framework, future foresight tools & Future foresight formula ". the highest main score in all hospital in the factor that mean " future foresight tools" among the studied nurses managers, the highest mean score at all factors in Al-Orman hospital. There were positive correlations between level of education and all factors of future foresight in neurological hospital & between years of experience and all factors of future foresight in Al Orman. highly positive correlation between planning for the future factors with future foresight tools factor among studied subject. and statistically significant relation among studied nurses.

Recommendations:

The researchers recommended the following:

1- Decision makers who are responsible for healthcare management by future foresight factors and tools, visual management, and standardization should become standard procedures at all healthcare institutions.

2- The top manager should give the Nurse Managers opportunities to their area of responsibility participate in decision making to implement tools future foresight in all areas at Assiut University Hospitals

3- Encourage the nurse manager to participate in workshop about future foresight factors and tools to increase their commitment toward goal achievement.

4- Increase Administrative support through future foresight tools.

5- Formulate training sessions about future foresight and implement their factors at hospitals.

6- First line nurse managers must be encouraged them with the important of future foresight factors and tools

7- Frequent meeting with nursing directors and supervisors and encouraging discussion of future foresight factors and tools and supporting nursing personnel.

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