

ABSTRACT

Since the end of 2015, 10 countries had reached a historical milestone once they combined into one community named Association of Southeast Asian Nations (ASEAN) community". This collaboration aims to build a regional society providing possible services to all member nations' populations and at the same time promotes kinship while living harmoniously for the benefit of all. Nursing is one of seven key services that have benefited and advanced as an outcome of the ASEAN Community that aims collaborate to establish an internationally recognized global quality service. This promising climate has inspired visionary researchers to develop a training course on "Leadership Development and Change Management for Nurse Executives in ASEAN Countries (LCM Program)" using distance learning approach as the continuing professional development program for nurses.

The purposes of this research and development (R&D) program were: (1) to develop the online course entitled "Leadership Development and Change Management for Nurse Executives in ASEAN Countries", and (2) to evaluate the online course. The training course divided into 2 phases: *Phase 1, interactive online learning* that composed of 10 modules relating to "leadership development and change management" and *Phase 2, face-to-face intensive seminar* that emphasized upon special lecture, group interaction for network development and nursing administration innovation development.

Seventy four (n=74) participants were recruited by purposive sampling from nurse executives and registered nurses in five ASEAN member countries namely: Thailand, Malaysia, Myanmar, Lao PDR and Vietnam. LCM website (<http://www.stou.ac.th/lcm>) was created to support participants' learning, sharing knowledge and experiences. All participants registered to attend the online course and conducted three activities as follows. *Firstly*, participants learned by completing ten online modules. Participants completed a module weekly, submitted a reflective journal at the completion of each module under supervision of facilitators. *Secondly*, participants jointly shared the knowledge gained from their learning and experiences with their peers in a "Knowledge Sharing" forum. *Thirdly*, participants developed a mini innovative project or creative work task based on the project

component. Finally, the participants attended a face to face intensive seminar held after all assessment tasks were submitted.

The LCM program was evaluated using a quasi-experimental single case post-test based on constructivist methodology. Research findings revealed that the online course consisted of 4 components: input, process, output, and outcome; while most participants were satisfied with the offered course, in terms of enhancing their knowledge and gaining new experiences as well as building ASEAN nurses networking. However, further research is needed to solve the obstacles of learning online, particularly addressing modules accessibility, poor local infrastructure, self-discipline of learners, and communication difficulties related to language skills and cultural differences. .

Key Words: online course, leadership development, change management, nurses, ASEAN countries

