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The Refined Middle-Range Theory on Women's Leadership in Asian Culture

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Abstract

Introduction: Because virtually no theories were available to explain unique characteristics of Asian women's leadership in nursing, a middle-range theory on women's leadership in Asian culture was previously published. To reflect recent political and social changes in different countries, there is a necessity to refine the theory. The purpose of this article is to present the refined middle-range theory on Asian women's leadership in nursing. **Methodology:** Using an integrative approach, the theory was further developed based on two major sources: literature reviews and exemplars/cases from six different countries. **Results:** The Refined Middle-Range Theory on Women's Leadership in Asian Culture has two main domains: (a) leadership frames and (b) leadership contexts. The domain of leadership contexts has been extended with two additional main concepts including demographic contexts and health workforce/system contexts. **Discussion:** The refined theory is expected to guide Asian women's leadership in nursing across the globe.