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HEALING HUB



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INTERNATIONAL

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From the editor

This month, we celebrate the theme "Our Nurses. Our Future. Empowered Nurses Save Lives." Every day, nurses make a difference through their knowledge, compassion, courage, and commitment to patient care. Empowered nurses not only improve health outcomes but also strengthen families, communities, and healthcare systems around the world.

In this edition, we honor excellence through the Dr. Wandal Money International Nurse Legacy of Love Award, explore the endless opportunities available to nurses building their futures in the United States, and highlight stories that demonstrate the heart of nursing care.

We also proudly celebrate our nurses who have achieved their BSN degrees, marking another important milestone in their professional journey. In addition, we share special moments from our recent deployment and Social Security trip, as we continue supporting nurses and their families every step of the way.

Thank you for your dedication, resilience, and passion. Together, we are shaping the future of nursing and changing lives across the globe.

Warm regards,

A handwritten signature in black ink that reads "Lene Wessels BSN, RN". The signature is written in a cursive, flowing style.

Editor-in-Chief

from the top

By BJ McClendon

President of Olaro International



Empowered Nurses Change the World

There is a saying in healthcare that hospitals may be built with bricks and steel, but healing is built through people. At the center of that healing journey stands one of the most powerful forces in the world – nurses.

Across every country, every culture, and every healthcare system, nurses are the heartbeat of patient care. They are often the first face a patient sees during moments of fear, uncertainty, pain, and vulnerability. They are caregivers, advocates, educators, protectors, and leaders all at once.

But one truth continues to stand out in healthcare systems around the world: empowered nurses save lives. When nurses are supported, respected, educated, and given the tools to succeed, patient outcomes improve dramatically. Hospitals become stronger. Communities become healthier. Families experience hope during difficult moments. Empowered nurses do more than care for patients – they elevate entire healthcare systems.

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For international nurses especially, empowerment carries an even deeper meaning.

Many international nurses leave behind their families, homes, and familiar surroundings to pursue opportunities abroad. The journey is rarely easy. It requires sacrifice, resilience, patience, and tremendous courage. From studying for exams to navigating immigration processes, adapting to new healthcare systems, and learning new cultures, international nurses continually prove their strength long before they ever step onto a hospital floor.

Yet despite those challenges, they continue to show up every day with compassion and commitment.

That commitment matters more than many people realize.

Around the world, healthcare systems are facing growing shortages, increasing patient demands, and rising levels of burnout. International nurses are helping bridge those gaps while bringing valuable perspectives, cultural understanding, and diverse experiences into patient care environments.

Patients do not simply benefit from clinical skill alone. They benefit from empathy. They benefit from kindness. They benefit from nurses who understand resilience because they themselves have walked through adversity.

Empowerment begins when healthcare organizations recognize that nurses are not “just staff.” They are leaders within the healthcare ecosystem. Their voices matter. Their experiences matter. Their ideas matter.

When nurses feel heard and valued, confidence grows. When confidence grows, performance improves. When performance improves, patient care reaches new levels.

The impact becomes measurable in lower patient complications, stronger communication, better teamwork, improved safety outcomes, and increased patient satisfaction. But beyond the numbers is something even more important – human connection.

A nurse who feels empowered walks into a patient room differently. They speak with confidence. They advocate more boldly. They collaborate more effectively. They carry hope into difficult situations.



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That energy spreads.

- It spreads to patients.
- It spreads to coworkers.
- It spreads throughout entire healthcare teams.

Leadership in healthcare is not only found in boardrooms or executive offices.

Leadership is found at the bedside every single day.

- It is found in the nurse who notices a subtle change in a patient before anyone else does.
- It is found in the nurse comforting a scared family member at 2 a.m.
- It is found in the nurse who continues learning, growing, and mentoring others despite exhaustion.

These moments may never make headlines, but they save lives every day.

For international nurses reading this, never underestimate the impact you are making. Your journey is inspiring. Your sacrifices are meaningful. Your work matters far beyond what can be measured on a schedule or a timesheet.

You are strengthening healthcare globally.

As healthcare continues to evolve, one thing remains certain: the future of patient care will depend heavily on how well we support and empower nurses. Investments in education, mentorship, wellness, leadership development, and professional growth are no longer optional – they are essential.

Because when nurses rise, healthcare rises with them.

And when healthcare rises, lives are saved around the world.





In the Know

By Eddie Money
Executive V.P., Client Solutions

The Dr. Wandal Money International Nurse Legacy of Love Award

In every profession, there are individuals whose influence reaches far beyond their title or achievements. Dr. Wandal Money was one of those rare people. A respected retired neurologist, Dr. Money dedicated his life not only to medicine, but to people, their stories, their cultures, and their journeys. His compassion, humility, and genuine love for others became the inspiration behind the Dr.

Wandal Money International Nurse Legacy of Love Award.



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This award was created to honor the spirit of kindness, mentorship, and human connection that Dr. Money shared so freely with the international nurses who crossed his path. While many physicians are admired for their medical knowledge, Dr. Money was remembered most for the warmth of his heart and the way he made people feel valued and seen.

Dr. Money was deeply fascinated by the journeys of international nurses coming to the United States. He loved hearing how they began their medical careers in their home countries, the challenges they overcame, and the sacrifices they made to pursue opportunities abroad. Every conversation became an opportunity to learn. He listened intently as nurses shared stories of healthcare systems from around the world, cultural traditions, and the standards of medicine practiced in their countries

What made these moments so special was that Dr. Money did not simply teach; he connected. He exchanged experiences from his own years in medical practice, offering wisdom, encouragement, and guidance about healthcare in the United States. He believed medicine was universal at its core: caring for people with dignity, compassion, and respect.

To the nurses he met, Dr. Money became more than a physician. He became a mentor, a friend, and often a source of comfort during one of the biggest transitions of their lives. His gentle spirit and sincere curiosity created bonds that transcended language, nationality, and background.

Those who knew him describe him as one of the kindest souls they had ever encountered. His compassion radiated through every patient interaction, every conversation, and every relationship he built. He treated everyone with grace and understanding, and his love for people was evident in every aspect of his medical practice.



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Through this award, Dr. Wandal Money's legacy continues to inspire healthcare professionals to lead not only with skill and knowledge but with kindness, empathy, and love.

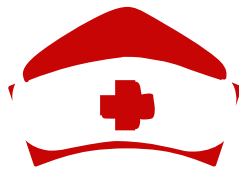
His legacy lives on in every nurse encouraged by his words, every life touched by his generosity, and every act of compassion carried forward in his honor.

The **Legacy of Love Award** stands as a tribute to those values. It recognizes the dedication, courage, and compassion of international nurses while preserving the memory of a man who believed deeply in the power of human connection. Importantly, every international nurse, regardless of agency, organization, or affiliation, is eligible for this honorable award. The mission of the award is to celebrate the extraordinary contributions international nurses make to healthcare and to recognize those who embody the compassion and dedication Dr. Money so greatly admired.

Olaro International is proud to sponsor and support this meaningful award, helping ensure that Dr. Money's legacy continues to inspire healthcare professionals and communities around the world.

It is the hope of Dr. Money's family, friends, and supporters that his legacy of kindness, mentorship, compassion, and love for people will continue to shine brightly for generations to come. His memory lives on in every nurse encouraged by his words, every life touched by his generosity, and every act of compassion carried forward in his honor.





TANYA'S TAKE

Tanya McClendon, RN, MHA
CNO, Executive VP of
Clinical Services

More Than a Career: A Life in Nursing

May is always a special month for those of us in nursing. It's a time when others pause to recognize what we do—through Nurses Day and Nurses Week—and while that is appreciated, I've found myself reflecting on something deeper this year.

On May 18th, I celebrate 56 years in nursing.

- Fifty-six years of patients and families.
- Fifty-six years of being a part of the medical community.
- Fifty-six years of moments that can't be captured in a job description.



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Nursing has never just been a career to me—it has been a calling, a privilege, and one of the greatest blessings of my life.

To those of you who are newer to this journey, I want you to know something that no textbook can fully teach you: what you do matters more than you will ever fully realize.

You will be present in moments that others will never see—quiet moments, hard moments, sacred moments. You will hold hands when there are no words. You will be a voice for those who cannot speak. You will bring comfort when there is no cure. And sometimes, just your presence will be the difference.

There will be days that are long. Days that are hard. Days when you may question everything. But there will also be days that remind you exactly why you chose this path.

Over these 56 years, I have seen incredible changes in healthcare—technology, treatments, and systems have all evolved. But one thing has remained constant: the heart of a nurse.



**It's compassion.
It's resilience.
It's showing up—again and again
—no matter what.**

And for me, it has also been faith.

- Faith that I was exactly where I was meant to be.
- Faith to keep going on the hard days.
- Faith that even the smallest act of kindness could make an eternal difference.

If I could share one piece of advice, it would be this: never lose sight of why you became a nurse. Hold on to that purpose tightly, especially when the days feel heavy.

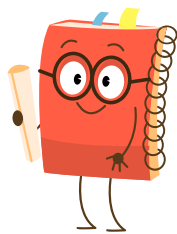
Because being a nurse is more than a job you do—it's who you are.

To our nurses—those who have just begun and those who have walked this road for many years—you are seen, you are valued, and you are making a difference every single day, whether you hear it or not.

It has been one of the greatest honors of my life to walk alongside nurses like you.

And as for me—I'm still grateful, still trusting, and still honored to be called a nurse after 56 years.

What a blessing. What a journey. And what a privilege it continues to be.



The nurse researcher

By Abel Mwema

Conservative Sharp Wound Debridement - The Specialized Nurse Approach

Wound healing gets affected by factors such as hygiene and contamination, diet, foreign bodies, and further tissue damage. To achieve a good outcome of wound, care the approach matters, and in this article, we will talk about conservative sharp wound debridement as a method of wound management and what you need as a nurse. It is the fastest, and most common way to remove dead or infected tissues on a wound and promote healing. The method uses scalpels, scissors, or forceps to remove tissues. Unlike surgical debridement which must be conducted in operating room, it can be done in the office clinic or at bedside.



Conservative sharp wound debridement is among the five methods of wound debridement, such as autolytic, enzymatic, mechanical, and biological (larval) wound debridement. The method to use depends on the goal of wound care, the location, presence of any infection, the health of the patient, the health care provider's skills, and certification for nurses.

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Below are key things to consider before performing conservative sharp wound debridement:

Goal.

The procedure is done to change chronic wounds to acute wounds to promote the healing process.

· Necrotic tissue.

Whenever there is any yellow or grey slough or hard, or black eschar, or any sepsis requiring removal of necrotic tissues will need conservative sharp wound debridement.

· Callus tissue:

Hyperkeratosis or any callus tissues on chronic, non-ischemic foot ulcers need to be removed using this method to reduce the pressure on the wound and promote healing.

· Urgency of debridement:

If you need rapid removal of necrotic material to promote healing, and other available debridement methods seem to be slow or ineffective, then you must go for this conservative sharp wound debridement.

· Combined therapy:

It can be used together with enzymatic debridement which entails using topical ointments with enzymes to chemically break down and soften the necrotic tissue. Another reason for combining the therapy is conservative sharp wound debridement should not be performed on dry, stable eschar. You need to soften the tissues first.

Personnel and experience.

· Trained professionals:

- Conservative sharp wound debridement is performed by trained health care professionals, whereby a specialized nurse is among them.
- Be anatomically aware of the underlying structures within the area to be debrided to avoid more injury.
- Know when to stop. If patient becomes extremely uncomfortable, uneasy, or you become uncertain at any time during the procedure.

· Tissue blood supply:

A specialized nurse needs to ensure the vascular status is sufficient to support healing before initiating debridement, otherwise you will cause more tissue injuries and complications.

· The standard operating procedures:

- Follow the hospital or organizational policy and laid down regulations to avoid any medical-legal issues.
- Do the procedure in line with the state board rules, and nursing practice act.



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Assessment.

Do holistic assessments and document on the patient electronic records things such as:

· Medical history and Investigations:

- Past and current medical history. Check for any chronic disease, substance use and misuse, past surgery, medications and any known allergies.
- Wound history. Check on the cause, duration, number of episodes, time to heal in previous episodes, any involvement with extremities such as leg ulcers.
- Check for vital signs, recent blood results, scan reports, and any x-ray films.
- Check if there are any pathological results about the wound.

· Pain:

- Check the scale of reported pain by patient, constant or intermittent, day or night.
- Check when does it happens, and what helps to relieve the pain



Measure the Ankle Brachial Pressure Index (ABPI):

Measuring ABPI provides an assessment of the patient's peripheral arterial system.

- ABPI less than 0.5 suggests significant arterial disease. The conservative sharp wound debridement should not be performed, instead urgently refer the patient to a vascular specialist.
- ABPI greater than 0.5 to less than 0.8 indicates presence of arterial disease or mixed/venous disease. No debridement to be performed, just refer the patient for vascular assessment.
- ABPI between 0.8 and 1.3 suggests no evidence of arterial disease.
- ABPI greater than 1.3 may indicate presence of arterial calcification such as in rheumatoid arthritis, systemic vasculitis, or atherosclerotic diseases. In these cases, conservative sharp wound debridement should not be performed. Get medical advice from a specialist.

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Photographs.

- Photographs for monitoring purposes on the wound healing; use a trusted camera or mobile device to ensure patient information and privacy is protected.
- Obtain the verbal consent for photographs sent to the distant team for monitoring and virtual advice.
- Obtain the written consent if the photographs are going to be in any publication. Make sure you use the correct consent forms which must be uploaded to the patient electronic records.

Contraindications.

The conservative sharp wound debridement must not be performed on patients with any of the following issues:

- Wounds on ischemic ulcers, just refer the patient to the podiatrist.
- ABPI outside the safe range of 0.8 to 1.3.
- Patients with any blood clotting disorders. Caution for patients on short-term and long-term anticoagulant therapy. Vascular team should make any decision related to debridement.
- Malignant and fungating wounds.
- Neonates and some pediatric cases.
- Near the arterial structures, vascular grafts, prosthesis, and dialysis fistula, just refer these cases to the appropriate consultant surgeon.

Equipment set up.

Instruments:

- Get the right size single-use scalpels, single-use sterile scissors, single-use toothed forceps,
- Other supplies such as sterile dressing packs, homeostatic dressing, camera, sharp bins, and right containers for clinical waste disposal, plus a bright light.

Protective gears:

- Personal protective equipment (PPE) such as an apron and gloves.

The procedure – the final tab.

- Confirm that the informed consent is signed by the patient or the right person in the family.
- Ensure you and the patient are comfortable and in the right position where the wound can be accessed with enough light.
- Check the pain level using the right scale and manage accordingly.
- Ensure sterile field: wash hands, never contaminate key parts, and take appropriate infection precautions.
- Stop if either you or the patient becomes uncomfortable, uneasy, or uncertain during the procedure.
- Dispose of the single-use instruments and body tissues as appropriate.
- Document the outcome of the procedure in the patient's electronic records.

IN THE SPOTLIGHT



We are proud to **congratulate Sikhanyiselwe Ndlovu on earning her Bachelor of Science in Nursing (BSN) from Grand Canyon University.** This achievement reflects her dedication, perseverance, and commitment to professional growth in nursing. Her accomplishment is an inspiration to fellow nurses and a testament to the value of lifelong learning in healthcare. We are incredibly proud of Sikhanyiselwe and look forward to seeing the continued impact she will make in the nursing profession.



Dianah Mbaka, Regina Mutugi, Fredrick Kipchumba, Julie Achuku

Another milestone achieved! Our nurses have successfully completed their Social Security trip to the USA and are now preparing for deployment. We look forward to supporting them as they begin their professional and personal journeys in their new homes. 17

LET'S HEAR YOUR STORY

Please email us at Lene.wessels@olarogroup.com
if you want to feature in next month's
Healing Hub

