**The analysis of the nurse trainer manager activity :**

**combining professional gestures knowledge and consistency towards real situations**

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**Abstract :**

This thesis is about daily activities of nurse trainer managers working in nurses training centers. It concerns building and implementing training organization and activities and develops how and why trainers act in their real circumstances. Stakeholders activity is not a random mark and structuring ideas can be known so as to understand the activities of these professionals. A nurse team manager is someone active who enhances his/her experience and develops his/her resources along with encountered professional situations. His/her producing activity enables him/her to modify his/her work purpose, and also to make it evolve, by transforming reality (Pastré, Mayen). Working means making choices when acting. An activity does never take place linear. Working human being is led to adapt priorities of his/her tasks according to unexpected events. He/she is going to make choices in real life where morals and dilemmas are combining together to get an answer and to organize action (Schwartz, 2003 ; Durrive, 2015). Work context, trainers team, and learning people as well, associated with pressures from requirements of the nurse job are influencing teaching activity of each stakeholder. Presented data have been collected during partly guided interviews, as well as real observed situations, and their debriefed video sessions and drawn schematics showing activity. They have been processed according to methods derived from professional didactics and from ergology. Our results show specificities of nurse trainer managers. The chosen actions are linked to the transmission of knowledge about nurse job, and that of clinical reasoning to help aware decisions by future nursing people. The will to have an original guidance of learning people leads to adapt lessons situations together with keeping in mind teaching objectives defined beforehand and showing principles from the trainer.

**Keywords :**

Human activity, training measures, standards comparison, professional development