Shift the Paradigm of Leadership Development: Cultivate a Foundation to Enact Change

METHOD
- An 80-hour, evidence-based, experiential, educational and interactive professional development framework
- Implemented for all roles of nursing, regardless of experience or status
- Structured 10 sessions over 10 weeks comprising best practices of self-mastery, leadership proficiencies, critical thinking, systems thinking, innovation, culture change and goal attainment
- Essence of Leadership
- Personal Awareness
- Preparation
- Transformational Leadership
- Exemplary Practices
- Foundational Systems Thinking
- Financial Matters
- Capitalizing on Human Resources
- Patient Safety and Quality
- Moving Forward/Health Care 2015
- Authenticity Day
- Leaders teaching leaders to build new relationships
- Reflective journaling

OUTCOMES
Quantitative and qualitative data demonstrated reprogrammed mindsets:
- open to change
- focused on opportunities
- cognizance of quality outcomes
- shared attitudes aligned as one voice for all
- committed to a high-performing nursing leadership culture

Each individual established a 12-month leadership development plan to share in a mentor partnership to validate their transformation commitment.

IMPLICATIONS FOR PRACTICE
Professional leadership development must be a core competency at the point of care:
- Investing in leadership strengths of clinical nurses alters perspectives
- Promotes alliances of interprofessional partnerships
- Personal awareness evolution results in a strong foundation for succession planning in all nursing roles
- Nurses demonstrate a knowledge and skill set that “Lead the Way,” adapt to changes, address challenges and embrace innovation

PARTICIPANT COMMENTS
"Self-knowledge. It’s a painful process sometimes, but essential for any leader.

"Having the bigger picture. I will continue to develop my strengths and improve areas of weakness to gain more confidence and improve communication skills to be a better leader."

"I have grown so much as a leader due to this leadership course."

OBJECTIVES
- Identify aptitudes and personal awareness that promote learning and empowerment of all nurses as leaders who are ready to accept, adapt, and lead change to advance the healthcare environment.
- Recognize nursing professional leadership development as a fundamental competency that enables a high-performing nursing workforce to generate a meaningful work environment, uphold patient safety, and produce quality outcomes.

BACKGROUND
Current innovative and perceptive professional leadership development programs in nursing emphasize:
- Preparation and influence of all clinical nurses to lead change
- Establish the value of the profession moving forward in the 21st century

Successful achievement of organizational strategic goals requires informal leaders who are enabled and engaged:
- To share a common language, values, expectations, and proficiency
- To obtain skills beyond clinical expertise that impact the changing facets of healthcare at the system level.

SIGNIFICANCE/PROBLEM
Clinical nurses don’t realize the contributions or significance they provide at the bedside. Their influence impacts a fast-paced environment in which high-quality care and extraordinary patient experience is expected. A lack of a leadership development program for nurses at all levels was needed to move nursing beyond the current state.

 Skills = Mentor Guidance Training Support Development