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

2015 Indiana Central Nursing Summit
October 2, 2015
Isabella McCool, DNP, RN, NE-BC

Deaconess Hospital, Inc., Evansville & Newburgh, Indiana
1. **Identify proficiencies and self-mastery**
   - promotes empowerment
   - embrace and engage all levels of nurses
   - advances healthcare environment

2. **Recognize nursing leadership development**
   - fundamental learning competency
   - enables high performing culture
   - patient safety/quality outcomes
   - meaningful practice
• Present leadership development programs
  * Emphasize preparation and influence of all clinical nurses
  * Lead change
  * Demonstrate value of Nursing in the 21st century

• Successful achievement of organizational goals
  * Engaged informal and formal leaders
  * Share common language, values, expectations
  * Proficiency with skills beyond the clinical expertise
CONCERNS
WHY?

ATTRACT
high performers

CREATE
culture of performance

EMPLOYEE
commitment
NEXT STEP?
WHAT IS NEEDED?
WHERE DO WE GO?
WHAT COULD BE ?
WHATS THE PLAN?
WHAT IS THE DESIRED END STATE?
WHAT ELSE IS NEEDED?

- Shared vision
- Facilitate all transitions for patient care
- Value of nursing… what is done
- Developing potential in others
- Developing a culture of habitual excellence
CRITERIA REQUIRED

1. To show a purposeful process to prepare the nursing workforce to move to the next level of higher performance
2. To make this commitment work
3. To continue the process after attending the program
4. To establish a foundation of competencies for future leadership opportunities and encompass specific experiences tailored to context, time and place
A Leadership Program designed to **impact the performance** of nurses in all levels of leadership roles and establish their **leadership style and strengths** in relation to the art of leading others and the science of leadership.
THEORETICAL FRAMEWORK

Four levels:

Novice / Potential / Informal / Expert

- Current issues in healthcare
- Evidence based content/ Best practices
- Self-awareness and interpersonal skills
- Leadership models from AONE, AACN, VHA, IHI
- Business world
Leadership Connections Enhanced by Program

SENIOR LEADERSHIP MANAGERS

TEAM LEADERS ADONS

SG OFFICERS UNIT BASED CO. CHAIRS,

STUDENT ACADEMY

I’s II’s & III’

CHARGE NURSES

PRECEPTORS

STAFF NURSES

GNS

STUDENT ACADeMY

I’s II’s & III’

Leadership Connections Enhanced by Program

SENIOR LEADERSHIP MANAGERS

TEAM LEADERS ADONS

SG OFFICERS UNIT BASED CO. CHAIRS,

STUDENT ACADEMY

I’s II’s & III’

CHARGE NURSES

PRECEPTORS

STAFF NURSES

GNS
21st Century Learning
EDUCATIONAL SERIES

- SESSION I: Essence of Leadership
- SESSION II: Personal Awareness
- SESSION III: Personal Qualities
- SESSION IV: Transformational Leadership (TL)
- SESSION V: Organizational Behaviors
- SESSION VI: Organization Systems Thinking
- SESSION VII: Human Resources
- SESSION VIII: Financial Management
- SESSION IX: Patient Safety and Quality
- SESSION X: Healthcare 2016 / Moving Forward
Complete personal development plan—work on strengths, emotional IQ, and not focus on weaknesses.

This program is helpful to see the potential in yourself and it allows for networking with others.

Work on coaching skills…work on managing up and engaging others.

There are leaders in all levels of nursing; even if they aren’t in a “leadership role” This program fosters growth in these leaders and help increase employee engagement.

Lead by example…use influence at the point of care to obtain unit goals…approach management differently.

Systems thinking gave me a new way of looking at things, seeing the whole picture.

Self knowledge—it’s a painful process sometimes, but essential for any leader.
IMPLICATIONS FOR PRACTICE
Thank you for listening. Any questions?
REFERENCES