

## Leadership Connection 2018 (15-18 September)

### Member Growth and Development: Promoting Transformational Leadership Through a New Member Scholarship Program

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Transitioning from a nursing honor society to a chartered chapter of Sigma Theta Tau International Honor Society of Nursing (Sigma), this chapter's leaders found that there was an opportunity to engage new members within the chapter as well as support the professional growth of these new members as nurses. In response to this identified need, the New Member Scholarship Program was developed, and, over the course of two years, four scholarships have been granted. Through this ongoing program, the scholarship recipients function in specific chapter roles and are supported in their development of skills related to "...scholarship, leadership, and service" as specified in Sigma's mission statement (Sigma, 2018, para. 1). These skills are transferable to the scholarship recipients' professional nursing practice as they are mentored within their roles to both the chapter and the nursing profession. In addition, this new member scholarship program supports the responsibilities of a chapter of Sigma per the International and Chapter Bylaws (Sigma Theta Tau International Honor Society of Nursing, 2016; Sigma Chapter, 2016). It is through this mentoring relationship that the scholarship recipients are empowered to enact change within the chapter as well as with those who they interact with as nurses. Called to lead in various circumstances throughout their careers, this transformational approach enables these nurses to be empowered in their chapter roles and continue to grow as nursing leaders throughout their careers (Hood, 2018). Many of the chapter's new members are either new to nursing or embarking on a new role within the profession and are in positions to influence tremendous change within nursing. The chapter therefore serves as the transformational leader and functions as a "...role model, influencer, and enabler to promote change" within the chapter and throughout nursing (Kearney-Nunnery, 2016, p. 169). In this presentation, the New Member Scholarship Program will be outlined according to the chapter's policy (Sigma Chapter, 2017); the experiences of the chapter leaders as well as the scholarship recipients will be reviewed; and the implications for application of this program within Sigma's global society of nursing will be presented.

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#### **Title:**

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#### **Keywords:**

Chapter Program, Member and Nursing Development and Transformational Leadership

#### **References:**

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### **Abstract Summary:**

This Sigma chapter developed and implemented an ongoing New Membership Scholarship Program. Through this program, scholarship recipients are mentored within their professional roles to both the chapter and nursing. This program supports a transformational leadership approach and has implications for global implementation within Sigma.

### **Content Outline:**

- I. Introduction
  - a. Chapter history
  - b. New Member Scholarship Program development
- II. New Member Scholarship Program details
  - a. Application and selection process of scholarship recipients with chapter induction ceremonies
  - b. Leadership Succession Committee role
  - c. Treasurer role
  - d. Mentoring role of chapter leaders
    - i. To scholarship recipients in their chapter roles
    - ii. To scholarship recipients in their nursing roles
  - e. Meeting Sigma's Mission and the International/Chapter Bylaws
    - i. Skill development of scholarship recipients in their chapter roles
    - ii. Application to scholarship recipients' professional nursing careers
  - f. Transformational leadership approach
    - i. Role of the chapter and chapter leaders according to this theory
    - ii. Empowerment of scholarship recipients according to this theory
- III. Experiences
  - a. Chapter leaders throughout this ongoing program
  - b. Scholarship recipients throughout this ongoing program
- IV. Implications
  - a. Leadership promoted within the chapter and nursing profession
  - b. Application of this program within Sigma's global society of nursing

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baccalaureate nursing practice: Preparing practicing nurses for professional advancement in Teaching and Learning in Nursing, Co-Authored with Dr. Tish Conejo, PhD, RN, WHNP

**Author Summary:** Lauren Loyd, MSN, RN-BC, CNE is an Assistant Professor of Nursing at MidAmerica Nazarene University (MNU) in Olathe, KS. Lauren earned a BSN from Carlow College in Pittsburgh, PA and an MSN from MNU. She has more than 15 years of experience in acute care settings as a staff nurse, unit supervisor, and educator, serves as President of MNU's Chi Eta Chapter of Sigma, and is a member of the ANPD and NLN.