



*Capstone College of
Nursing*

**Don't Cry Yourself a River:
A Framework to Bridge the Clinical-to-
Academia Transition Gap**

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Purpose and Objectives

Describe frameworks for **enhancing professional wellbeing** within academic environments:

- AACN Healthy Work Environment Standards
- Kouzes & Posner Leadership Model

Consider **ways to apply** these frameworks within academia

Describe potential obstacles and barriers to **employee engagement** of these two frameworks.



Key Drivers: Why Cross the Bridge?

Growing demands on the healthcare system...

... Ongoing and continuous **nursing shortage**,
made more problematic by retiring workforce...

... Heightened demand for academic nursing
programs to educate **more future nurses**.



The Bridge: From Clinical... to Academia



The Bridge: From Clinical... to Academia



Standards for Establishing and Sustaining Healthy Work Environments



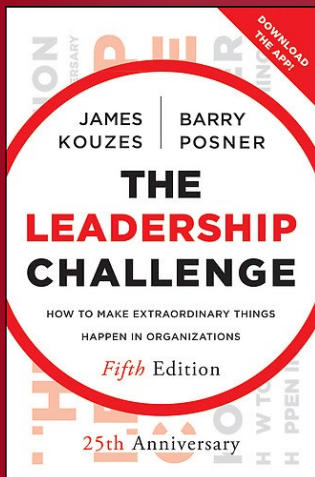
1. Skilled Communication
2. True Collaboration
3. Effective Decision Making
4. Appropriate Staffing
5. Meaningful Recognition
6. Authentic Leadership



AMERICAN
ASSOCIATION
of CRITICAL-CARE
NURSES

Kouzes and Posner Leadership Model

First Law of Leadership:



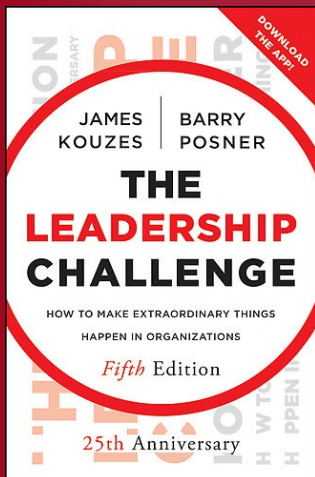
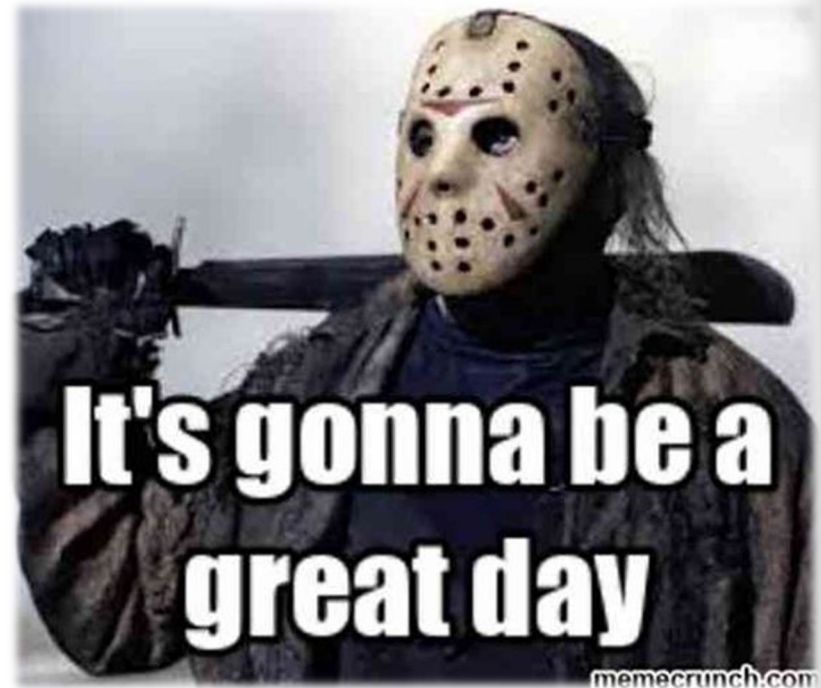
Second Law of Leadership:



Kouzes and Posner Leadership Model

First Law of Leadership:

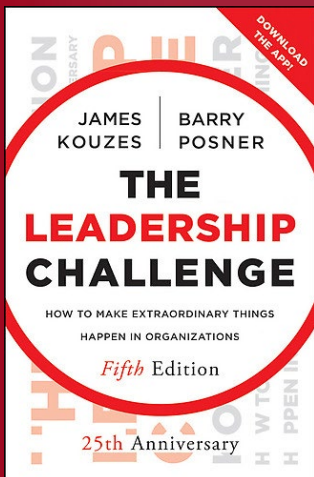
“If you don’t
believe in the
messenger, you
won’t believe the
message.”



Kouzes and Posner Leadership Model

Second Law of Leadership:

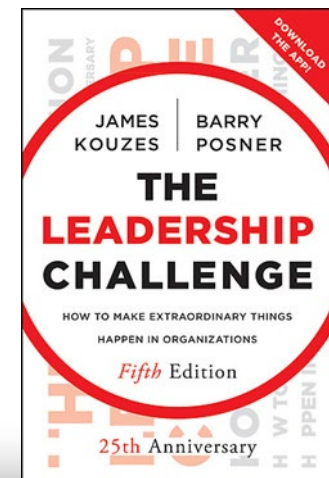
“Do What You
Say You Will Do.”



Five Practices for Exemplary Leadership



1. Model the Way
2. Inspire a Shared Vision
3. Challenge the Process
4. Enable Others to Act
5. Encourage the Heart



Aligning and Applying these Frameworks

HWE Standard

Skilled Communication

- Self awareness
- Conflict management
- Listening
- Effective and Respectful

K-P Five Practices

Enable Others to Act

- Foster collaboration
- Build trust
- Strengthen others
- Develop competence



Aligning and Applying these Frameworks

HWE Standards

True Collaboration

- Everyone has a voice
- Accountability
- Equal partners

K-P Five Practices

Inspire a Shared Vision

- Envision the future
- Enlist others
- Shared aspirations



Aligning and Applying these Frameworks

HWE Standards

Effective Decision Making

- Clearly articulated organizational goals

K-P Five Practices

Model the Way

- Align actions and values

Challenge the Process

- Involve all levels in decision making



Aligning and Applying these Frameworks

HWE Standards

Appropriate Staffing

- Match competency to need
- Creative workload models

K-P Five Practices

Inspire a Shared Vision

- Imagine exciting possibilities

Enable Others to Act

- Foster collaboration



Aligning and Applying these Frameworks

HWE Standards

Meaningful Recognition

- Recognize contributions of others

K-P Five Practices

Encourage the Heart

- Appreciate individual contributions
- Celebrate values/ victories
- Spirit of Community



Aligning and Applying these Frameworks

HWE Standards

Authentic Leadership

- Comprehensive development of leaders
- Education and Coaching
- Formal mentoring

K-P Five Practices

Model the Way

- Strengthen others
- Clarify values
- Find your voice



Potential Road Blocks, Obstacles, and Barriers



Conclusion



References and Resources

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