Growing Nurse Leaders

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BACKGROUND

Leadership is a complex, multifaceted phenomenon that has been defined in numerous ways (Grossman and Valiga, 2017). Students graduating with a BSN are required to step into leadership roles in health care systems that are complex, fast paced and stretched for resources.

RESEARCH

1. Supporting Students for NCLEX Success:
   The findings from our study highlighted the significance of self-efficacy in student success.

2. Bringing the Theory of Leadership and Research into Practice:
   In order to prepare students to step onto these leadership roles they need to develop competencies in nursing leadership and nursing research.

3. Ready, Set, Go!
   A 6-bed nursing unit simulation to prepare student for their final semester illustrated the importance of leadership development.

4. Growing Nursing Leadership
   Building nursing leadership skills supports the novice nurse to address the opportunities and challenges in the current health care environment. Effective nursing leadership is key to ensuring safe, quality patient care and supporting health care team members. Participants will engage in a research technique known as Photovoice. Photovoice is a participatory action research methodology that allows participants to capture visual representations of their everyday lives so researchers can gain insight into practice. (January 2019 - December 2019)

DISCUSSION

Consolidation of our previous research in simulation, curriculum and supporting students for NCLEX-RN success has identified essential skills to foster nursing excellence.

*self-efficacy *leadership * professional development *interprofessional practice *self-care.

In the current healthcare environment, newly graduated nurses quickly move into leadership roles that require a strong set of skills in order to provide excellent communication, safe quality nursing care, and support to the healthcare team. Early integration and clear links from theory to practice supports students to develop and value these skills. A program to develop, consolidate and build leadership is key for newly graduated nurses to meet current requirements in today’s healthcare environment and become future visionary nursing leaders.

NEXT STEPS:

This research informs the design of the workbook “Becoming a Nurse”

- Introduced in the first year of nursing education and threaded through the program to support and enforce these essential skills.
- The workbook will provide connections and support to prepare for high stakes exams and transitions into practice.
- The workbook will be beneficial to learners in a variety of nursing programs in North America and support students preparing to write the NCLEX-RN exam and enter into practice.

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