Online Learning Program Cultivates Empowerment of Frontline Leaders.

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Background
Frontline leaders (FLs) or charge nurses (CNs) are pivotal on a unit. The Institute of Medicine (IOM) report on The Future of Nursing: Leading Change, Advancing Health (2010) endorses nurses at all levels receive training for their role but FLs are not currently receiving it (Terran & Webb, 2016). Education budgets continue to be scrutinized, strategies must be more efficient and effective.

Methods
Pre-test, post-test descriptive study design. Empowerment was measured using Conditions of Work Effectiveness (I) Scale (CWEQ-I) and the Psychological Empowerment Scale (PES) (Laschinger et al., 2001).

Results
29 FLs in acute care settings in three US based organizations and with the University of Notre Dame Australia.

No participant previously received online education for their FL role.

Participants’ structural empowerment (SE) improved, pre-assessment (M=18.50, SD=1.6940) to post-assessment (M=19.47, SD=1.6940). There was no difference in intent to stay or the overall PE scale from pre to post intervention. One subscale of PE, self-determination, was statistically higher in the post-assessment.

Implications
Frontline Leader Certificate Program should be adopted into orientation curriculum and/or continuing education plans.

Online learning may be a more feasible and sustainable education option for this type of programming and population.