

POPLEAD: ID# 100065

Title:

Expanding Networks: A Leadership Imperative for Innovation and Career Success

Barbara J. Pinekenstein, DNP, RN-BC, FAAN

School of Nursing, University of Wisconsin- Madison, School of Nursing, Madison, WI, USA

ACCEPTED

Session Title:

Leadership Poster Session 1 (Saturday/Sunday, 16 & 17 November)

Slot:

LEAD PST1: Sunday, 17 November 2019: 11:45 AM-12:15 PM

Abstract Describes:

Completed Work/Project

Applicable Category:

Clinical, Academic, Students, Leaders

Keywords:

Innovation, Leadership Development and Networking

References:

Cross, R., Ernst, C., & Pasmore, B. (2013). A bridge too far? How boundary spanning networks drive organizational change and effectiveness. *Organizational Dynamics*, 42(2), 81-91.

Disch, J. (2017). The Long-Term Impact of Networks and Relationships. *Journal for Nurses in Professional Development*, 33(4), 203–204.

Feldman, H. R. (2018). Identifying, building, and sustaining your leadership team. *Journal of Professional Nursing*, 34(2), 87–91.

Galica, J., Bilodeau, K., Strohschein, F., Powell, T. L., Lambert, L. K., & Truant, T. L. O. (2018). Building and sustaining a postgraduate student network: The experience of oncology nurses in Canada. *Canadian Oncology Nursing Journal*, 28(4), 288–300.

Hafsteinsdóttir, T. B., van der Zwaag, A. M., & Schuurmans, M. J. (2017). Leadership mentoring in nursing research, career development and scholarly productivity: A systematic review. *International Journal of Nursing Studies*, 75, 21-34.

Keszey, T. (2018) Boundary spanners' knowledge sharing for innovation success in turbulent times", *Journal of Knowledge Management*, 22 (5), 1061-1081.

Parnell, J. M., & Robinson, J. C. (2018). Social network analysis: Presenting an underused method for nursing research. *Journal of Advanced Nursing*, 74(6), 1310–1318.

Abstract Summary:

Successful leaders are able to build robust, diverse networks. Networking is linked to both individual and team success and identified as a critical skill for enhancing innovation and improving organizational outcomes. This session highlights critical strategies to build your professional network for career success.

Content Outline:

1. Introduction-Types of Networks
2. Benefits of networking
3. Networking as an Innovation Discovery Skill
4. Strategies to enhance and weave networks
5. Use of mentors to enhance professional networking
6. Network Mapping
7. Implications for leaders, teams, and organizations
8. Leveraging technology to network
9. Leadership initiative example
10. Conclusion
11. Q and A

Topic Selection:

Leadership Poster Session 1 (Saturday/Sunday, 16 & 17 November) (25744)

Abstract Text:

Successful leaders today are able to build robust, diverse and deep networks both within and across complex organizations and professional disciplines. Networking is linked to both individual and team success and identified as a critical skill for enhancing innovation and improving organizational outcomes. Dyer, Gregersen, and Christensen (2011) identified networking as an important discovery skill for disruptive innovators. A recent study by Keszey (2018) also identified boundary spanning leaders as important roles for enhancing innovation and knowledge sharing. Mentoring has been found to enhance professional networking with both academic faculty, researchers and nurse leaders. A recent study of nurse leaders in Wisconsin indicated that over 62% reported expansion of their professional network with the use of mentors.

An underused strategy is the use of social network analysis (Parnell & Robinson, 2018). Network mapping and network weaving to enhance professional networks are contemporary strategies to evaluate a leader's network and strategically develop plans to enhance one's social capital. The ability of emerging nurse leaders to visualize their professional network and quickly create a map assists in network analysis. Developing leaders to use a networking perspective and think both operationally and strategically to rapidly grow a professional network is an important skill set for both clinicians and researchers.

This session highlights the types of networks, benefits of networking on an individual, team and organizational level and includes reflective questions and critical strategies for nurses at all levels to build and enhance a professional network for career success. Tools from this session can be used to evaluate networks within an organization or across an area of focus. The link between networking as a discovery skill and the development of leadership characteristics that support innovation is shared. The use of mentors to enhance professional networking is highlighted along with opportunities to leverage technology. A recent leadership initiative with DNP and PhD students through the use of discussion on mentoring and networking with an opportunity to create a network map will be shared.