

Title:

Threading Nurse Leader Development on All Levels of the Nursing Enterprise Through a New Role of Senior Nursing Advisor

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Session Title:

CLINICAL SESSION: Strategies in Authentic Leadership

Slot:

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2:25 PM

Keywords:

transformational leadership and work environment

Abstract Text:

Strong effective leaders from the bedside to the board room are essential to achieve nursing's strategic priorities and institutional goals, including effective work environments. The Senior Nurse Executive Team desired a culture for leader development that would permeate all levels of the nursing enterprise to effect transformational change and build healthy work environments. Not satisfied with the current state, a new role was conceived using retired former senior nurses to lead an accelerated leadership development plan.

Senior nursing advisers are highly successful, experienced, doctoral prepared former chief nursing officers. These individuals are in the "been there, done that" reality and no longer aspire for administrative roles. Yet, they desire to find ways to give back to the nursing profession and stay fresh in their healthcare leadership practice without the demands of full time employment. Working limited hours in a non-benefit eligible position, the role offers a win-win opportunity to the institution and the individuals. Senior nursing advisers are able to provide critical and objective insight, assessment, expertise and probing query in a way that offers the CNE and other senior leaders a valuable resource. As members of the senior nurse executive team, the senior nursing advisers offer real time performance feedback, problem solving and effective relationship building strategies.

Leadership development is threaded throughout the nursing enterprise and formalizes the on-going process and standardizes essential elements for all nurse leaders in building effective work environment strategies. The competency and maturity of the senior nursing advisers allow key linkages to be made through all levels of nurse leader development. Like Benner's novice to expert model, the senior nursing advisers as leader experts, support the strategic goals of nursing and ensures that leadership objectives are embedded and hardwired into daily work, making a difference to nurses and their patients.