Leadership Succession and Mentoring Plan for Students in the ABSN Option at Winston-Salem State University
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PURPOSE
A significant segment of the nursing workforce is nearing retirement. Statistics suggest that 55% of the RN workforce is age 50 or older. This, along with the changing demographics and projected nursing shortage forces education and practice institutions to look critically at building a workforce that is well-prepared and equipped to lead in the 21st century.

The purpose of this project is to describe the succession plan for students in the ABSN option at Winston-Salem State university related to leadership development and mentoring.

BACKGROUND
- Leadership is an essential skill in the nursing profession.
- Leadership in nursing takes many forms – from leadership at the bedside to leadership in the boardroom and beyond.
- In order to influence the next generation of nurse leaders, it is incumbent that schools of nursing develop effective leadership and mentoring plans.
- Leadership succession and mentoring plans may serve as the foundation for building a leadership pipeline and talent pool that ensures effective leadership continuity.

METHODS
- Review of the literature
- RWJF Leadership Toolkit and Mentoring Toolkit provided framework for succession plan.
- Focus groups provided data regarding what is needed in a succession plan.
- Open discussions during scheduled leadership and mentoring activities.
- Meaningful and purposeful connections to peer and professional mentors.
- Formative and summative evaluation

RESULTS
- High satisfaction level with leadership development plan
- Opportunity to improve mentoring plan/relationships
- Strengths and weaknesses identified
- Student mentor feedback
- Opportunity to engage in continuous program improvement

REFERENCES