Leadership in Action

Launching the Future Generation of Leaders

Cathy Catrambone, PhD, RN, FAAN
Objectives

1. Discuss perspectives on leadership development
2. Explore leadership concepts
3. Describe opportunities to develop the next generation of leaders
“Never doubt that a small group of thoughtful, committed citizens can change the world; indeed it’s the only thing that ever has.”

-Margaret Mead
Leadership is important for nurses

• Nurses have the ability and the responsibility to effect positive change

• Leadership is key to enact change

• Today there’s greater urgency – and opportunities - for nurses to serve as healthcare leaders.
“A JOURNEY OF A THOUSAND MILES BEGINS WITH A SINGLE STEP.”

-LAO TZU
“When you can’t breathe nothing else matters”
“Be the change you wish to see in the world.”
-Mahatma Ghandi
Sigma Theta Tau International

Our Mission:
Advancing world health and celebrating nursing excellence in scholarship, leadership, and service

Our Vision:
The global organization of choice for nursing
STTI Leadership Journey

- Chapter President (2000-2002)
- Region 5 Coordinator (2005-2009)
- RCCC Chair (2009-2011)
- Vice-President (2011-2013)
- President-Elect (2013-2015)
STTI Strategic Plan 2014-2020

• **Goal 1** – Grow in Value for members and nurses worldwide.
• **Goal 2** – Promote and celebrate nursing scholarship, leadership and service.
• **Goal 3** – Build partnerships and collaborative endeavors to advance the mission of the society.
• **Goal 4** – Sustain and advance the resources of the society.
Millennium Development Goals

1. Eradicate extreme poverty and hunger
2. Achieve universal primary education
3. Promote gender equality and empower women
4. Reduce child mortality
5. Improve maternal health
6. Combat HIV/AIDS, malaria and other diseases
7. Ensure environmental sustainability
8. Global partnership for development
Strong nursing leadership is essential to improving global health.
“So never lose an opportunity of urging a practical beginning, however small, for it is wonderful how often in such matters the mustard-seed germinates and roots itself.”

-Florence Nightingale
Reflections on Leaders

• Committed to principles – unwavering core values
• Value the importance of relationships
• Convey and share a vision
• Adaptable to changing environment
• Apply multiple approaches appropriate to the setting
• Persistent – face challenges
Develop a Leadership Plan

- Define your professional vision statement
- Define your values
- Identify short-term and long-term goals
- Select leadership role or experience you want to accomplish
- Select mentor(s) who can support you
- Create timeline and update regularly
Self Knowledge – Leadership Style

Many tools exist for assessing personal leadership styles:
• Myers-Briggs Type Indicator (MBTI)
• Fundamental Interpersonal Relations Orientation-Behavior (FIRO-B)
• Emotional Competence Inventory
• AONE Nurse Executive Competency Assessment Tool
Mentoring

The process in which successful individuals go out of their way to help others establish goals and develop the skills to reach them.
What is a Mentor?

The most effective mentors:

• welcome newcomers into the profession and take a personal interest in their career development and well-being;

• want to share their knowledge, materials, skill and experience with those they mentor.
Characteristics of Effective Mentors

1. Knowledge of their field:
   - They are considered by peers to be experts in the field.
   - They set high standards for themselves.
   - They enjoy and are enthusiastic about the field.
   - They continue to update their background in the field.
   - They use a variety of techniques and skills to achieve their goals.
Characteristics of Effective Mentors

2. Earned respect of colleagues:
✓ They listen to and communicate effectively with others.
✓ They recognize excellence in others and encourage it.
✓ They are committed to supporting and interacting with their colleagues.
Clarifying Expectations

The frequency of contact, the availability and the accessibility of the mentor and the recipient.

The amount and kind of support that are needed by the recipient or that can be provided by the mentor.
Mentoring Relationships
Launching Future Nursing Leaders

Chapter leaders are essential to STTI’s vision

• Role model lifelong learning
• Communicate the vision and members’ value
• Engage members – foster collaboration and growth
• Share knowledge – continually connect members to their larger community
• Empower members – seeking opportunities for members to lead and grow
• Celebrate their successes!
The Challenge

• What actions will you take now to invest in your leadership?

• Identify 2 steps you will take on your leadership journey

• Identify 2 steps to promote leadership growth of chapter members
“It is good to have an end to journey toward, but it is the journey that matters in the end.”

Ursula K. Le Guin