IT TAKES A VILLAGE AND A PLAN: LEADERSHIP DEVELOPMENT OF NOVICE FACULTY THROUGH A TEAM PROJECT

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PURPOSE

- Demonstrate the use of a team project in the leadership development of novice nursing faculty
Learning Objectives

- The learner will be able to understand the use of a team project in the development of individual leadership skill.
- The learner will be able to identify specific strategies for development of individual leadership practices.
A partnership between The Elsevier Foundation and Sigma Theta Tau International
NFLA Three Learning Domains

• Individual Leadership Development

• Advancing Nursing Education through Leadership of a Team Project

• Expanding Scope of Influence:
  • Organization
  • Community
  • Profession
Village: Relationship of Three

[Image of three women]

[Diagram showing the relationship between Scholar, Leadership Mentor, and Faculty Advisor for the Nurse Faculty Leadership Academy (NFLA)]
NFLA Village

NFLA Scholars

NFLA Scholars, Mentors, Faculty
Five Practices of Exemplary Leadership
“The K & P Model”

Kouzes & Posner, 2012
Individual Leadership Development Plan

Three priority goals for each Domain:
- Individual Leadership: Articulate my values as a leader, educator, and nurse
- Advancing Nursing Education: Successfully lead a team project
- Impact: Expand scope of influence at DUSON, Durham community, and national nursing education: Establish credibility within my community

Assessment Data
- Leadership Practices Inventory (Kouzes & Posner, 2012)
- Strength Finders Survey (Rath, 2007)

Strategies
- Journaling
- New collaborative relationships
- Risk taking – speaking at faculty meetings

Leadership Development Observers
- MSN Program Director
- Project Team Members

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<tr>
<th>Objectives</th>
<th>Actions Strategies</th>
<th>Time Frame</th>
<th>Resources</th>
<th>Desired Outcomes</th>
<th>Measure of Results</th>
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NFLA Next-Gen Leadership Academy
Individual Leadership Assessment

- Leadership Practices Inventory
  - Model the Way
  - Enable Others to Act
  - Encourage the Heart

- Strength Finders Survey with Strength Insight and Action Plan
  - Seek new situations for acquiring expertise in technology

Kouzes & Posner, 2012
Advancing Nursing Education: Team Leadership Project

**Title of Team Project:**
*Use of standardized adult clinical scenarios in a web-based platform to assess student integration of advanced clinical knowledge in a primary care management course*

**Purpose:**
Explore the use of standardized adult clinical scenarios in a web-based platform to assess student integration of clinical knowledge in a primary care course.

**Team members:**
Nurse educator, new faculty, experienced faculty, e-learning specialist, instructional designer

**Measurable Outcomes:** Feasibility, Fair assessment of student clinical reasoning competencies

**Project Status:** Pilot fall 2015 completed
Individual Leadership Development Plan

Paradigm Shift
It's not my project!

Kouzes & Posner, 2012
Exemplary Leadership Practices

Clarify Values by finding my voice

My elevator speech!

I need a team to lead!

Kouzes & Posner, 2012
Advancing Nursing Education: Team Project

- **Institutional: Catalyst Award Project Support**
  - Marilyn Lombardi, PhD Director CONCEPT: Center of Nursing Collaboration, Entrepreneurship & Technology
  - Marilyn Oermann, PhD evaluation consultant
  - Marc Sperber, Instructional Design/Technology Consultant
  - Terry Seelinger, eLearning specialist

- **Stake holders:**
  - MSN Program Director & Academic Dean – Keep Satisfied
  - Course Coordinators & Faculty – Manage Closely
  - Students - Monitor
  - Dean – Keep Informed

- **Team members:**
  - Adrienne Small, DNP, FNP clinical nurse educator
  - Kathryn Evans-Kreider, DNP, FNP novice faculty
  - Elaine Kauschinger, PhD, FNP experienced faculty
The Team

Foster Collaboration & Relationships

Strengthen others by allowing them to create

Kouzes & Posner, 2012
Stumbling Blocks Along the Way

- Project Start-Up
- Build Program
- Program Build & Development
- Implement
- Finishing touches
- Pilot
- Evaluate/Refine
- Implement with PC students Jan 2016!
Project Success

Recognize Contributions
Celebrate & Create a Community

Kouzes & Posner, 2012
Kouzes & Posner Leadership Practices Inventory
Outcomes Pre & Post

Model the Way

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Enable Others to Act

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Encourage the Heart

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Expanded Scope of Influence: Organization, Community, & Profession

Duke University:
- Duke University School of Nursing MSN committee
- Community Health Strategic Planning Group

Community:
- Board member, Genesis Home Transitional Shelter for Homeless Families
- Program Committee Chair Genesis Home

Profession:
- Board member, Beta Epsilon Chapter, STTI, Delegate
- Co-Chair, National Organization Nurse Practitioner Faculties, Special Interest Sexual & Reproductive Health
Village

NFLA Scholars

DUSON Executive Administration

Project Team

NFLA Scholars, Mentors, Faculty
References
