DEVELOPING FUTURE LEADERS:
THE L.O.V.E. APPROACH

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Disclosure Statement

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The learner will be able to list specific ways in their area of practice to **Legitimize, Optimize, Validate and Empower** their students or employees.

The learner will be able to role model behaviors from the **LOVE Approach** in their relationships as nurse leaders or educators.
Promoting Leadership Development: The Process

- **Legitimize**
  - respect

- **Optimize**
  - collaboration and collegiality
  - Validate

- **Empower**
  - Civility
  - Ethics
Defining the LOVE Approach

- **Legitimize**
- **Optimize**
- **Validate**
- **Empower**

- Be the role model you are meant to be....
Be **socially present** in the classroom environment or clinical practice area
L is for Legitimize

- Be early and stay after class- be available
- Post announcements, give timely feedback, and participate in online discussions in distance education
L is for Legitimize

- Come out of your office and get to know the nursing staff on a personal level (put on scrubs on a regular schedule and work with them).
Build on current knowledge & experience
Provide opportunities for professional growth

Be aware of individual long-term goals, learning styles

Initiate leadership succession planning
Supportive Evidence


Use current level of expertise and previous education as a springboard for the development of critical thinking and clinical judgment.
Provide personalized support and recognition to foster professional growth and development

Encourage sharing of current evidence-based practice protocols for specific areas of nursing
- Ask nurses to present at faculty/staff & administrative meetings
- Post professional journal articles in the lounge
E is for Empower

- Support
- Encourage
- Role Model
- Coach
Core Competencies of Emotional Intelligence

- Self-Awareness
- Self-Regulation
- Motivation
- Empathy
- Social Skills
Following the **L.O.V.E. Approach** may support the development of:

- **a stronger** generation of nurse leaders
- **renewed caring** and genuine relationships
- **higher quality of patient care** and more positive outcomes overall
Thank you for attending this session.

What questions might you have?


