Transforming the Chapter through Servant Leadership

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Disclosure

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Objectives

1. Discuss how a leadership program will build a strong chapter to cultivate a spirit of collaboration among members/colleagues across organizations and disciplines.

2. Develop a leadership intern program that enhances servilization and fosters sustainability with the chapter and STTI.
The purpose of this presentation is to exemplify avenues to cultivate future and current leaders.

This ensures sustainability through mentoring, leadership, enriching knowledge and research, promoting success, and servilization.

These initiatives provide an opportunity to expand leadership and research skills, cultivate
There is a need to cultivate future leaders by investing in new nurses and new members

- Engagement in leadership, knowledge and research related activities
- Ensures an active sustainable chapter

Good mentored relationships help nurses be successful in the future

- “mutual investment of time, engagement, energy, personal support, and encouragement”

(Hadidi, Lindquist, & Buckwater, 201, p. 162).
Today’s nurses must prepare for the “next generation of nurse leaders” (Crosby & Shields, 2010, p. 363).

Succession planning helps identify and prepare future nursing leaders.
Key components of a successful succession plan:

- strategic planning,
- identifying skills, detecting candidates, mentors, and preceptors, resource allocation and evaluation
  (Carriere, Muise, Cummings, & Newburn-Cook, 2009).

Students with positive mentors and role models in nursing school are more likely to become leaders in their career (Hoffman, Harris, & Rosenfeld, 2008).

Start early in nursing school through STTI and other student nursing organization.
Succession Planning

- Helps fill key leadership roles as well as develop future nurse leaders (Shifflet & Moyer, 2010; Sherman & Pross, 2010)
- Current leaders should not see succession planning as a threat, but as a positive way to develop future leaders (Benjamin, Riskus, & Skalla, 2011).
- Retaining active members is an ongoing struggle for many chapters across the globe

Beta Xi’s Programs
- Leadership Intern Program
- Tutoring Program
- Research Project Program
Leadership Intern Program

- Formal mentoring process that is mutually beneficial to mentors, mentees, and the chapter.
- Monitored by our Leadership Succession Committee
- Various mentoring modalities: face-to-face contact, emails, social networking, and telephone.
- 3-4 interns are paired with chapter board members
- Receive financial support for NCLEX exam
- Program provides interns reduced rates for selected STTI/chapter conferences/programs, opportunity to network with nurse leaders, develop leadership skills, servant leadership mentality, and a resume builder
Leadership Intern Program

Diversity in Nursing Initiatives Intern
- Outreach program: “Kids into Health Care Career”.

Social Event Coordinator Intern
- Spring dinner meeting and fundraising events

Membership Liaison Intern
- Essential in reactivating new members and archiving all chapter events
Expanding Leadership Intern Program

- Engages graduate students and nurse leaders through Employment Boot Camp
- This is a one day program with topics: resume writing, job search tips, preparing for interviews, getting the most from your preceptor, graduate school, working as a school or community nurse, and preparing for your first day on the job
- Increase exposure to nurse leaders other than faculty
- Provides an informal way to network with nursing leaders
- Graduate intern receives financial compensation for academic expenses
Tutoring Program

- Increase knowledge of nursing students
  - Philosophy: nursing students should be mentoring, helping, and tutoring their fellow nursing students with supportive chapter members

- Partnership with Student Nursing Organization

- Computer Program to assist with sign-ups and availability

- Leader in Training position created with mentoring through Beta Xi chapter

- Financial compensation
Research Project Program

- Promotes expansion of knowledge and cultivates future researchers
- Partnership with the School of Nursing to apply the research process to health care practice
  - Invite Beta Xi members to participate in an undergraduate baccalaureate nursing research course (Research Concepts in Healthcare)
- Opportunity ranges from bench research to bedside research and spans across all health professions
  - Students may collect data, analyze data, or interpret findings and develop future research questions
- Dissemination: poster presentation & abstract for submission to a regional research conference
Successful Succession Plan

- Leadership Intern Program
- Tutoring Plan
- Research Project Program

Collaborations: School of Nursing, Student Nursing Associations and practicing nurses in health care

- Continue to cultivate leaders through mentoring while enriching knowledge and research, promoting success, and servilization
- Ensured sustainability through leadership interns who have fulfilled committee positions including leadership succession and social media, as well as webmaster and newsletter editor


References


