Transforming Nurse Leaders Through a Mentored Leadership Experience

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Jennifer DeClercq, MSN, RN-BC
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## Disclosure

<table>
<thead>
<tr>
<th>Speaker Name</th>
<th>Conflict of Interest</th>
<th>Employer</th>
<th>Sponsorship/Commercial Support</th>
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<tbody>
<tr>
<td>Karen Beranek, BSN, RN</td>
<td>None</td>
<td>Sigma Theta Tau International</td>
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<td>Jennifer Embree, DNP, RN, NE-BC, CCNS</td>
<td>None</td>
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Objectives

• Describe the development of nurse leaders through a mentored leadership experience.

• Identify the Kouzes-Posner model of leadership as the framework for the leadership academies.

• Discuss two personal journeys in the Gerontological Nursing Leadership Academy and the Nurse Faculty Leadership Academy.
Created in 1997 to focus on developing nurse leaders through
• Mentoring relationships
• Self Assessment
• Continuing nursing education
• Experiential learning
International Leadership Institute (ILI) Academies

• Maternal Child Health Nurse Leadership Academy (MCHNLA)

• Gerontological Nursing Leadership Academy (GNLA)

• Nurse Faculty Leadership Academy (NFLA)

• Maternal Child Health Nurse Leadership Academy – Africa (MCHNLA-Africa)
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<td>Academy</td>
<td>MCHNLA</td>
<td>GNLA</td>
<td>NFLA</td>
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<td>Nurse Faculty Leadership Academy</td>
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<td>5th cohort</td>
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ILI Academy Participants Since 2004

185 Dyads from 9 Countries; 37 US States; 2 Canadian Provinces
ILI Academy Goals

• Individual leadership development

• Advancement of nursing education and nursing in the clinical setting, through a team-based leadership development project

• Organizational change
ILI Academy Structure

Each Participant:
• Makes an 18-month commitment
• Is part of a triad relationship
• Completes evaluations that measures their leadership behaviors
• Works with a Leadership Mentor to develop a Leadership Plan
• Attends two (2) workshops and two (2) site visits
• Disseminates project outcomes at STTI Biennial Convention
Academy Triad Relationship

Scholar

Faculty Advisor

Leadership Mentor

SIGMA THETA TAU INTERNATIONAL
LEADERSHIP CONNECTION
Influencing Change Through Leadership
ILI Academy Leadership Development

• The Leadership Challenge® - Jim Kouzes and Barry Posner

• The Five Practices of Exemplary Leadership®
The Framework for Leadership Development

• Model the Way
• Inspire a Shared Vision
• Challenge the Process
• Enable Others to Act
• Encourage the Heart
The Leadership Challenge®

• Leadership is a measureable, learnable, and teachable set of behaviors

• A global campaign to liberate the leader in everyone

• Leadership Practices Inventory (LPI)

• www.TheLeadershipChallenge.org
MCHNLA 2016-17 Cohort
The academy is designed to develop the leadership skills of maternal-child health nurse and nurse midwives to effectively lead inter-professional teams to improve the quality of healthcare for childbearing women and children up to 5 years old in underserved populations.
MCHNLA Testimonial

It gave me the leadership ‘key’ to pursue a new position, to know how to network and research.

2012-13 Fellow
MCHNLA Outcomes Data

65% of participants reported the academy had a major impact on the participant’s professional network strength or size.

38% reported a promotion that was attributed in part or whole to participation in the academy.

The data listed highlights the outcomes from the 2014-2015 cohort of MCHNLA.
GNLA 2016-17 Cohort
GNLA Overview

The academy is a blended curriculum that provides many methodologies for developing leadership knowledge and competence, with a focus on improving health outcomes for older adults and their families.
GNLA Testimonial

GNLA was transformational and changed my career trajectory forever. It was such a valuable experience because I saw what was possible. Learning the skills of strategically engaging stakeholders was pivotal for me.

Amy Cotton
2008-09 GNLA Cohort
GNLA Outcome Data

280 OLDER ADULTS benefited directly from the implementation of a newly designed education module for healthcare professionals who work with seniors who are at risk for depression. This module now serves as a benchmark for a post graduate certificate in gerontology within the Fellow’s organization across the country in Canada.

Opioid usage was DECREASED 17% in the management of chronic non-cancer pain in older adults as a result of providing a revised practice model with alternative therapy options.

The data listed above highlights the outcomes from the 2014-2015 cohort of GNLA.
NFLA 2016-17 Cohort
NFLA Overview

NFLA is an intense international leadership development experience designed to foster academic career success; promote nurse faculty retention and satisfaction; encourage personal leadership development; cultivate high performing, supportive work environments in academe.
NFLA gives volume to my voice as a junior faculty member and has become a vehicle for my leadership development.

Jodie Gray
2012-13 NFLA Cohort
NFLA Outcome Data

NFLA Scholars experienced a **17% INCREASE** in their overall Leadership Practices Inventory (LPI) scores from the beginning to the end of the academy.

All Scholars reported taking on at least **1 NEW LEADERSHIP POSITION** within their organization, community, or the nursing profession during their participation in the NFLA.

*The data listed above highlights the outcomes from the 2014-2015 cohort of NFLA.*
# MCHNLA-Africa Projects

## Malawi
- Reducing Neonatal Hypothermia at Queen Elizabeth Central Hospital, Malawi

## Swaziland
- Increase midwife use of the aseptic technique during deliveries

## Uganda
- Improving nursing care for children admitted in the high-dependence area in acute care area of Mulago Hospital

## South Africa
- Implementation of family-integrated care in the NICU to empower parents of the care of their sick or pre-term infant
My GNLA Experience

Jennifer De Clercq, MSN, RN-BC
GNLA Experience

• Application
• Two three-day workshops
• Self assessments
• Triad and dyad relationships
• Individual Leadership Development Plan
• Interprofessional project
Learning Domains

- Individual Leadership Development
- Expanding Scope of Influence
- Advancing Nursing Practice
My Journey

Our Triad

Press Release

HRH aims to improve elder care in the county

In the population, severe
more and more hospital
presents an exciting oppor-
tunity to provide care and
research offers the best
skill in every area. There
are currently 135,000 active
members in the community,
in more than 30 countries.

The DeChiren was
selected to the leadership
position and is currently
the only native from the
state of Indiana and one of
only five bagsmen from
the United States.

DeChiren sought the
opportunity to enter the
GSLA program with work-
ning on her master's degree.
Her hope is to continue with
GSLA in 2015, as well as
throughout the country. She
is currently involved in four
projects: an educational
project and DeChiren is cur-
tently involved with the
American Indian Health
Foundation and the Native
American Indian Health
Foundation.

Press Release

Community Partners

Site Visits

Facilitate

Speak

SIGMA THETA TAU INTERNATIONAL
LEADERSHIP CONNECTION
Influencing Change
Through Leadership
Outcomes

• Career advancement
• Facilitating partnerships with outside agencies
• Baldrige examiner
• Leading an interprofessional team project
• Finding leadership style
My Transformation Through NFLA

Jennifer Embree, DNP, RN, NE-BC, CCNS
PRE-NFLA-2014

**School/Organization**
- Leader
- Faculty
- Committee Member

**Community/Profession**
- Statewide Leader
- National Member
Individual Leadership Development

Explore Cognitive Bias

Enhance Mindfulness

Increase Inclusivity
My Gaps

• Roadmap
• New Faculty Member
• Chief Nursing Officer Background
• Practice Mindset

Perfectionism is a 20-ton shield that we lug around thinking it will protect us when, in fact, it's the thing that's really preventing us from being seen and taking flight.

Brené Brown
# The NFLA Difference - Post-NFLA 2016

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<th>School/Organization</th>
<th>Community/Profession</th>
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<tr>
<td>• Awards</td>
<td>• Statewide Leader</td>
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<td>• Leader</td>
<td>• National Leader</td>
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<tr>
<td>• Faculty Role Expansion</td>
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<td>• Invitations - Speaker, Peer Reviewer</td>
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<td>• Campus-wide Impact</td>
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<td>• Appointments</td>
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We are not making mistakes. We are making experiences.

www.behappy.me
The Future

If you own The Story, you get to write the ending.

Brene Brown

www.MyBeautifulWords.com