



Professional Development of Nurse Leaders

Jennifer L. Embree, DNP, RN, NE-BC, CCNS

Teaching Model

Abstract

Given the complexity of health care, Registered Nurse leaders require transformational skills and flexibility. Competencies and expectations for master of nursing leadership students to develop as leaders include the ability to identify personal talents, developing emotional intelligence (EI), and expanding transformational leadership skills.

Purpose

The purpose of this presentation is to describe curriculum innovation using a strengths-based perspective to develop graduate nurse leader talents and emotional intelligence.

Objectives

The learner will be able to :

1. Differentiate three major competencies critical to nurse leadership development.
2. Discuss a strengths-based perspective toward leadership
3. Discuss components of emotional intelligence
4. Enhance personal awareness of necessary leadership skills and personal

Methods

Faculty developed learning activities allowed students to customize and integrate their abilities into nurse leaders' personal work roles. Since StrengthsFinder and EI assessments provide participants with their baseline strengths and EI, the results of both assessments provide additional information and opportunities for leadership students' developmental changes (Rath, 2007; Bradberry & Greaves, 2009). Threading content into leadership assignments can assist leadership students' integration of learning into their clinical leadership practice. All leadership students described learning in relation to their strengths and EI and the importance of these talents to the nursing leadership role.

Theoretical Framework

Nurse Manager Leadership Partnership's learning Domain Framework (NMLP)

The Three Spheres

"The science: managing the business"

"The art: leading the people"

"The internal leader: creating the internal leader"

Specifically related to the Nursing Leadership Course

Relationship management (leading the people)

Influencing behaviors (internal leader)

Personal & professional accountability

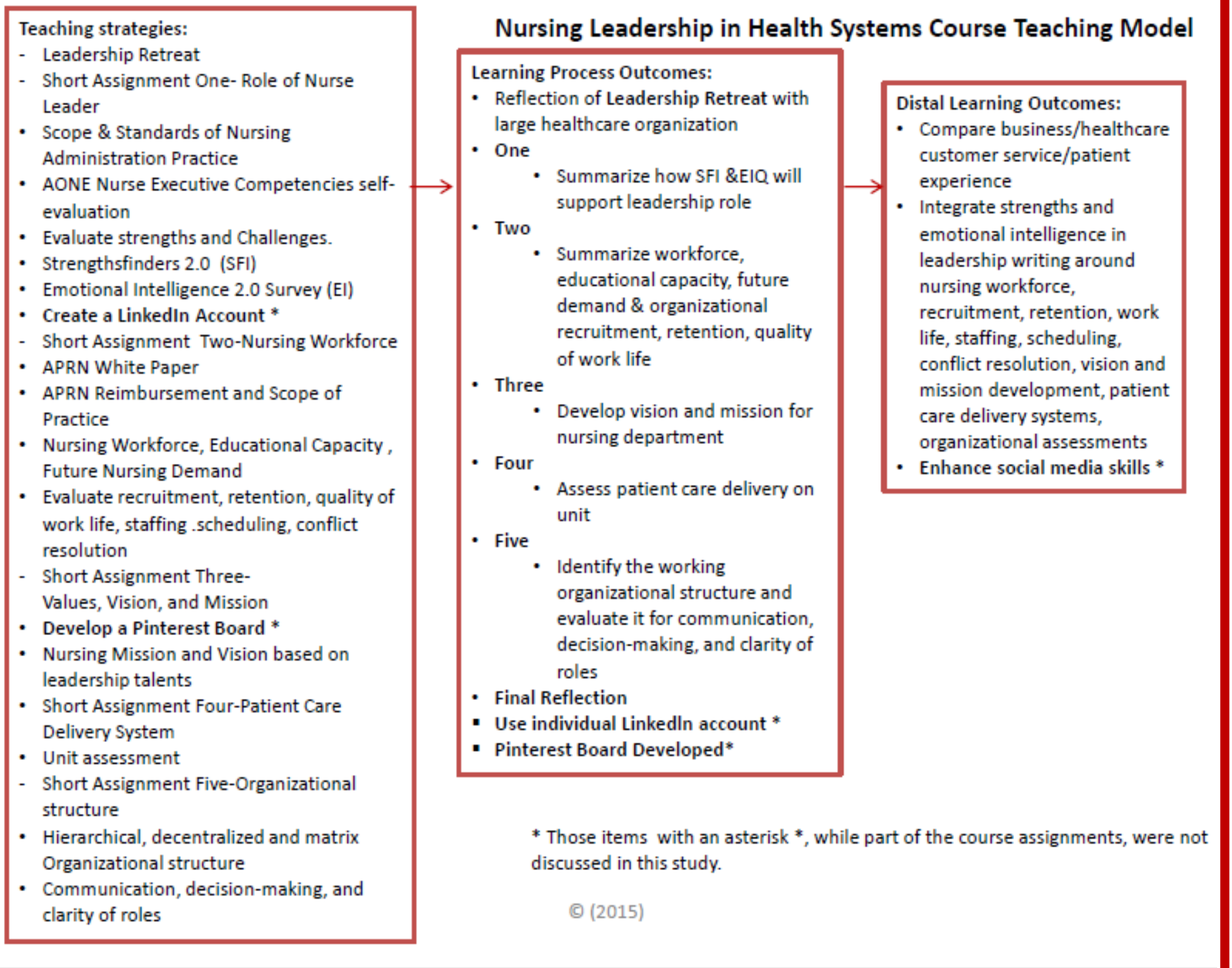
Career planning

Personal journey disciplines (art sphere)

(Lee, Peck, Rutherford & Shannon, 2008)

Learning Activities & Reflective Writing

1. Experiential leadership retreat and reflection
2. Nursing Standards, competencies, EI, Strengthsfinder, LinkedIn
3. Pinterest board development, investigating leadership roles & workforce with talents
4. Vision, values & mission development
5. Care delivery, communication, resources, safety, quality
6. Organizational hierarchy analysis, complexity, span of control,
7. Using learning & learning integration into clinical practice



Outcomes

Students identified learning from the retreat as helpful in recognizing the importance of personal image, community involvement, philanthropy and employee feedback to nursing leaders. Describing learning from short assignments was related to the importance of knowing their strengths. Final course reflections included the importance of using national nursing standards, competencies, personal strengths EI to guide their nursing leadership practice. All students describing learning in relation to strengths, EI, and the importance of these talents to the nursing leadership role.

Conclusions

Competencies and expectations for nurse leaders to meet future health care challenges include identifying strengths and EI as a beginning foundation for building transformational leadership skills.

Integrating leadership self-assessments into course content can be a useful teaching strategy to provide leadership students with opportunities to enhance their strengths and EI as foundation to transformational leadership development

Key References

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