Title:
SPECIAL SESSION: The Road to Leadership

Type:
Oral

Presenter:
Carol L. Huston, DPA, MSN, RN, FAAN

Keywords:
Leadership, Mentoring and Personal Growth

Summary:
This presentation seeks to foster the development of leadership skills in nurses and to increase self-confidence in their ability to lead. Nine leadership lessons are presented as well as stories of success and frustration from the presenter's own leadership journey.

Abstract Text:
All nurses need well developed leadership skills to address the complexities of 21st century healthcare, including limited resources, high performance expectations, a never-ending question for quality improvement, and often-conflicting obligations to patients, employers, and self. In addition, nurses need highly effective communication, negotiation, and collaboration skills to guide inter-professional teams and to secure the resources needed to achieve personal, professional, and organizational goals. Unfortunately, many nurses believe their leadership skills are inadequately developed for roles they already hold. In some cases, it's because they had inadequate formal education or training in leadership and management. Others have had such training but didn't pay much attention, believing they would never hold a formal leadership role. Still others share were taught basic leadership principles, but weren't prepared for how quickly they would be expected to assume leadership positions as new nurses. The end result in all of these cases is inadequate leadership development in the nursing profession and a crisis of self-doubt about the ability to lead. Fortunately, most nurses have better developed leadership skills than they give themselves credit for. But often, these skills have been learned the hard way... by trial and error... and the consequences of doing so can be very costly.

This presentation then examines the need for leadership development in nursing. It discusses what leadership means, how it means different things in different situations and with different people, and how important having good followers is to the leadership equation. It also suggests that leaders need emotional intelligence, authenticity, humility, and a desire to serve others to be successful in the role.

This presentation also includes nine leadership lessons, the presenter learned along her own leadership journey. These lessons include:

1. Find a mentor and positive role models to share your journey.
2. Be self-aware and authentic.
3. Be able to laugh at yourself and leave your ego at home in a jar.
4. Be visionary, take risks and ask for permission only when necessary.
5. Maintain personal power: keep gas in the tank and money in the bank.
6. Choose your battles carefully.
7. Perfect the "art" of communication.
8. Appreciate and empower followers.
9. Set priorities and enjoy the journey.

Many of these lessons were hard learned and stories will be shared where the presenter encountered frustration and failure as a leader. The hope in sharing these stories and suggestions is that readers will recognize that leadership is a journey and not a destination; that they will gain self confidence in their own ability to lead; that they will reflect on their own leadership strengths and weaknesses; and that they will establish new goals and a plan for their personal leadership development in the future.
References:


Learning Activity:

<table>
<thead>
<tr>
<th>LEARNING OBJECTIVES</th>
<th>EXPANDED CONTENT OUTLINE</th>
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<tbody>
<tr>
<td>Specify at least three personal goals for leadership development</td>
<td>This presentation examines the need for leadership development in nursing. It discusses what leadership means, how it means different things in different situations and with different people, and how important having good followers is to the leadership equation. It also suggests that leaders need emotional intelligence, authenticity, humility, and a desire to serve others to be successful in the role.</td>
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<td>Identify strategies as well as a timeline for achieving personal leadership development goals</td>
<td>Leadership is presented as a journey, not a destination. Flexibility is emphasized.</td>
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<td>Identify two leadership lessons he/she could share with others about their own personal leadership journey</td>
<td>Nine leadership lessons are detailed, with stories of both success and frustration from the presenter's own leadership journey.</td>
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