

Title:

Millennial Nurse Manager Perspectives on Their Leadership Roles in the Hospital Setting: A Phenomenological Inquiry

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Session Title:

Rising Stars of Research and Scholarship Invited Student Posters

Keywords:

Millennial Nurse Managers, Nurse Manager role support and Nurse leader role retention

References:

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Wong, C. A., Spence Laschinger, H. K., Macdonald-Rencz, S., Burkoski, V., Cummings, G., D'amour, D., ... & Perkin, K. (2013). Part 2: Nurses' career aspirations to management roles: Qualitative findings from a national study of Canadian nurses. *Journal of Nursing Management*, 21(2), 231-241.

Abstract Summary:

This study explored the experience of being a Millennial Nurse Manager; seeking to understand how these young nurse managers make meaning of their lived experience. Understanding the Millennial Nurse Manager experience is significant because it will provide insight into the influences that support these nurses in leadership roles.

Learning Activity:

LEARNING OBJECTIVES	EXPANDED CONTENT OUTLINE
To describe the experience of being a Millennial nurse leader in the hospital setting.	Interview excerpts and collated themes will be presented
To explore factors that influence perception of support and development, achievement of role	Interview excerpts and collated themes will be presented

expectations, satisfaction, and intent to stay/grow in the role.	
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Abstract Text:

Objective: This study explored the experience of being a Millennial Nurse Manager; seeking to understand how these young nurse managers make meaning of their lived experience. The research questions guiding this study were: What is the experience of being a millennial nurse manager in the hospital setting? What organizational factors influence the millennial nurse leaders' satisfaction in the role, perceptions of support and development, achievement of role expectations, and intent to stay and grow in the leadership role? Understanding the experience of being a Millennial Nurse Manager is significant because it will provide insight into the influences that support these nurses in leadership roles. **Background:** Little research is found in the literature on the experience of a being Nurse Manager and the relationship of those experiences informed by generational specifics (Saber, 2013). By focusing research attention on the experience of the Millennial Nurse Manager strategic implications for role support may be more fully understood (Cziraki, McKey, Peachy, Baxter, & Flaherty, 2014). Scholars acknowledge that research is needed to better understand the Nurse Manager role and the effect of role support on sustaining competent nurses in these crucial positions (Cziraki et al., 2014). The American Association of Colleges of Nursing (AACN) (2016) contends meeting the challenge to transform care will require the successful leadership development, preparation, and role support of the next generation of nurse leaders. Nurse leaders at every point of care are needed to operationalize this charge. Despite the urgency to transform care, meeting the challenge to lead this charge cannot be accomplished without the successful recruitment and retention of Millennial nurses in leadership positions. Identifying the leadership role expectations of young nurses serves to address many pressing succession planning needs. This study contributes to nursing science by seeking to understand the influences contributing to the Nurse Manager role experience of Millennial leaders. Through an increased understanding of factors and influences regarding the leadership trajectory of Millennial nurses; this research will inform current nurse leaders relative to strategies and evidenced based practice that could be aimed at developing the next generation of nurse leaders. This research is needed to inform the identification, recruitment, and development needs of the next generation of nurse leaders (Spence Laschinger et al., 2013; Wong et al., 2013) and to shape their idealized roles (Mensik & Kennedy, 2016). **Method:** This was a qualitative interpretative phenomenological research study. A purposeful targeted national sample of 25 Millennial Nurse Managers, with a minimum of 1 year of nurse manager experience in the role, participated in audio-recorded telephone interviews. **Results:** Data analysis in progress. **Grants:** No grant funding was obtained.