Title: SPECIAL SESSION: Leading Interprofessional Practice Advancements: Critical Components of Influence
Type: Oral

Keywords: Leadership, Practice and Professional Development

Summary: Leading interprofessional practice advancements in delivery of care, educational design, and policy development are essential for the future of healthcare. Nurse leaders are prepared and positioned through the intentional behavioral leadership development experience of the Gerontological Nurse Leadership Academy.

Abstract Text: Leading interprofessional practice advancements has become a priority for nurse leaders in every setting. Innovations in delivery of care, educational design, and policy development must achieve measurable impact on health, cost and quality. These types of strategic initiatives require determined and effective leadership to facilitate large scale improvements and system change. Preparing and positioning effective nurse leaders requires investment, commitment, and intentionality. Five cohorts of the international Gerontological Nursing Leadership Academy (GNLA) have been conducted from 2008-2017. The academy provides a deeply personal and guided professional development experience for mid-career nurse Fellows. The selected Fellows engage in eighteen months of rigorous leadership development through formal mentoring and faculty relationships. A key component of the fellowship curriculum is the design, development, implementation and evaluation of interprofessional team projects. Facilitating the project team provides the experiential vehicle and dynamic environment for strategically guided leadership development. A comprehensive strategic plan is constructed to map the processes of the project. Essential elements of the interprofessional project leadership responsibilities include: conducting an organizational assessment, articulating the business case, performing a two-tiered stakeholder analysis, crafting team membership and development, articulating the mission, assessing potential risk and designing a mitigation plan, managing budget, guiding the project implementation, designing an evaluation process, and disseminating outcomes. Fifty one fellowship projects have been completed by GNLA led interprofessional teams. These projects have been conducted in acute care settings, long term care institutions, community agencies, and government. Outcomes for patients, students, professional providers, policy, and organizational structure have resulted.

The Fellowship provides an integrated experiential and intellectual curriculum, extensive personal assessment and self-awareness, development of goal directed interprofessional leadership behaviors, and strategic partnerships with senior executives of healthcare institutions. The relationships among Faculty Advisor, Fellow, and Leadership Mentor serve as the foundation for reflection, support, feedback, and guidance throughout the Fellow’s leadership development journey. The academy’s behaviorally focused leadership development experience, prepares the Fellows for ongoing and sustainable influence at the organizational, community, and professional levels.

As healthcare, educational, and government systems around the globe face continued complexity and interconnected challenges to provide high quality and cost-effective care; interprofessional leadership must strategically respond to specific change drivers by actively engaging care model design and policy development. GNLA Fellows are prepared to lead as change agents for ongoing and sustainable influence by leading practice advancements and advocacy in caring for older adults.

References:

Content Outline:

I. Interprofessional Practice Advancements
   
   A. Innovation in delivery of care, educational design, and policy development
   B. Effective leadership for large scale improvement and system change
   C. Correlation of leadership to successful change

II. Gerontological Nursing Leadership Academy
   
   A. History, Philosophy, and Purpose
   B. Curriculum Components
   C. Interprofessional Team Projects

III. Fellowship Outcomes
   
   A. Relational Development
   B. Influence
   C. Sustainability

IV. Conclusions
   
   A. Aggregate results form Five Cohorts
   B. Impact on Healthcare for Older Adults
   C. Community of Nurse Leaders Advancing Practice

Organizer
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Professional Experience: With over forty years experience in the healthcare industry, Dr. Cleeter has achieved success in practice, administration, academia, and consultancy. She has held positions as a clinical nurse specialist, director of nursing, university faculty, administrator, and currently is the CEO of the Sawgrass Leadership Institute. Deb’s extensive executive experience and doctoral research provide the foundation for her work as an executive coach and consultant in the areas of strategic planning, facilitated decision making, executive leadership development, and complex project leadership. Her clients represent healthcare administrators, non-profit organizations, physician corporations, executives from biomedical firms, financial institutions, and a variety of other industries. As leadership consultant for the John A. Hartford Foundation – Sigma Theta Tau International (STTI) partnership, Dr. Cleeter led the design, development and implementation of the national Geriatric Nursing Leadership Academy. She is also the leadership consultant for the STTI - Elsevier partnership's Faculty Mentored Leadership Development Program.

Author Summary: Dr. Cleeter is an international leadership consultant and provides guidance in all aspects of the NFLA. With over forty years experience in healthcare, academe, business, and consultation she brings essential expertise to the academy.

Any relevant financial relationships? Yes

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<td>Consultant</td>
<td>Serve as the international leadership consultant for the GNLA</td>
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Signed on 12/11/2017 by Deborah Cleeter Bailey

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Author Summary: Dr. Kathy Wright is an Assistant Professor and Chief Diversity Officer at The Ohio State University College of Nursing. She also holds a faculty position in The Ohio State University Discovery Themes-Prevention and Treatment of Chronic Brain Injury Institute Dr. Wright’s work is centered on diversity, mental health education and improving emotional well-being and blood pressure self-management in African American older adults with cognitive impairment and hypertension.

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**Author Summary:** The speaker has a Doctor of Philosophy in Nursing Degree from the University of the Philippines, Manila. Currently, she is employed as an Associate Professor III in Nursing and the Graduate School at Centro Escolar University Manila. She is a nursing leader in the Philippines in the fields of gerontology, mental health and nursing research.