Leadership Development Programs

Benefits, Outcomes, and Personal Transformations

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Objectives:

- The learner will be able to identify common elements of leadership development programs.
- The learner will be able to explore the benefits and successes of leadership development programs as experienced by graduates in nursing education and administration.
Leadership Development Programs
The Institute of Medicine Report
Recommendation 7: Prepare and enable nurses to lead change to advance health.

• Nurses should take responsibility for their personal and professional growth by continuing their education and seeking opportunities to develop and exercise their leadership skills.

• Nursing associations should provide leadership development, mentoring programs, and opportunities to lead for all their members.

Leadership Development Program Examples

• AACN
  • Wharton Executive Leadership Program
  • Leadership for Academic Nursing Program (LANP)
  • Executive Development Series

• NLN
  • Leadership Development Program for Simulation Educators
  • LEAD
  • Executive Leadership in Nursing Education and Practice

• Sigma Theta Tau International
  • International Leadership Institute (ILI)
  • Nurse Faculty Leadership Academy
  • Maternal-Child Health Nurse Leadership Academy (MCHNLA)
  • Gerontological Nursing Leadership Academy (GNLA)

• The University of South Carolina
  • Amy V. Cockcroft Nursing Leadership Development Program
Why participate in a leadership development program?

- The development of leadership skills is an on-going process that requires self-reflection, opportunities for growth, and planning.  

- *Intentional* leadership growth and development through participation in a leadership development program is one route for enhancing leadership potential and skills.
Common Similarities and Themes Among Leadership Development Programs

• Utilize an intentional leadership development and growth model
  • Group and individual executive coaching
  • Mentoring
  • Collegial support
  • Networking
  • Team work
  • Experiential learning
  • Educational and research offerings
  • Professional development resources/continuing nursing education
  • Self-assessment/evaluation of current leadership skills
  • Development of a focused career development plan
Benefits and Outcomes

• Taking ownership.
• Finding one’s voice.
• Growth in confidence.
• Development of a vision with a clear path and incremental steps.
• Establishment of a collegial network with similar interests and concerns.
• Opportunities to mentor others.
• Courage to take risks.
• Leadership development is a journey rather than a destination.
Personal & Professional Transformations
References

