

Norton Healthcare Nursing Leadership Development

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Overview: Forty Master's prepared Norton Healthcare nurse leaders in various clinical and management roles, interested in career advancement or wishing to improve their strategic effectiveness, were selected after application and interview to participate in a two-year Nursing Leadership Development Program. Short-term goals of the program are to enhance leadership performance and engagement while preparing leaders for advancement. Long-term goals include succession planning and stabilization of the nursing leadership workforce. Leaders selected for this program were assigned to one of three tracks.

Executive Nurse Fellows
Focus on Strategic
Leadership Development

Nurse Executive Initiative
Focus on Advanced
Operational Leadership

Nursing Leadership Initiative
Focus on Basic
Operational Leadership

Common Element of all Three Tracks

1. Pre- and post-program assessments
2. Individual behavioral development plan
3. Developmental mentor (outside usual circle of influence)
4. Didactic education and seminars
5. Experiential learning and shadowing
6. Practicum involving system-wide change project

Results

25%	(10/40)	Promoted internally	20%	(8/40)	Left the organization
25%	(10/40)	DNP	17.5%	(7/40)	Remain in their current position
12.5%	(5/40)	Promoted in different organization			