

NURSE LEADERSHIP PROGRAM

Release date: 7/15/2020

Expiration date: 7/15/2021

Target Audience

This activity is intended to meet the needs of new nurse leaders entering a managerial role.

Learning Objectives

Upon completion of the educational activity, participants should be able to:

Module 1: Leading Self

- Explain the concept of authentic leadership and how to build a leadership brand that effectively represents true self to others.
- Describe the value of a growth versus fixed mindset.
- Recognize that becoming a leader is a transition and discuss the habits, skills and behaviors that can best facilitate that transition.
- Demonstrate the use of collaborative communication techniques to form stronger relationships and build shared understanding.
- Explain the value of a leader's networks in developing the best solutions and the steps needed to build them effectively.
- Identify where energy gaps exist and list two tactics for building resilience and avoiding burnout.
- Discuss how leaders can model techniques that create a climate of mindfulness and choose one to apply in your practice.

Module 2: Leading Others

- Recognize that people are motivated by a variety of factors and identify specific leadership strategies to foster exceptional employee satisfaction, engagement and teamwork.
- Apply a model of coaching that develops and supports employees through clear expectations, actionable feedback, and accountability to roles, responsibilities and team goals.
- Create clear and measureable goals and objectives and build clarity around priorities and accountability.
- Learn how and when to delegate and coordinate work in ways that will develop others while achieving desired results.
- List the attributes of highly effective teams and the steps to build and facilitate them.
- Explain the value of operating guidelines or ground rules, trust and psychological safety within the team environment and how to create them.
- Discuss how to plan for and conduct performance conversations that address problem behaviors or sub-par results, and develop performance improvement plans.

Module 3: Leading Change

- Define VUCA and how the context of healthcare creates both challenges and opportunities for nurse leaders.
- Examine why change is hard for many people and techniques for overcoming psychological resistance to change.
- Identify frameworks for accelerating change for both individuals and organizations.
- Develop strategies for creating frequent and effective communication campaigns in order to sustain successful change initiatives.

Module 4: Leading the Organization

- Define the elements and purpose of strategy and how it works in a healthcare setting.
- Explain the role in cascading and translating strategic plans through all levels of the organization.
- Describe how financial performance is planned, executed and evaluated and identify ways to positively contribute to business performance.
- Apply tools to work more effectively within matrixed environments.
- Illustrate how nurse leaders can collaborate and work effectively across boundaries.
- Discuss the concepts of positive politics and strategic persuasion, and techniques to use them as tools for effective collaboration.
- Outline what is expected of regulators and how leaders can ensure regulatory readiness.

Method of Participation

Statements of credit will be awarded based on the learner's participation, completion of all unit activities and discussion questions, and submission of the activity evaluation at the conclusion of this activity. A statement of credit will be available for print directly upon completion. If you have questions about this CE activity, please contact AKH Inc. at JGoldman@akhcme.com.

Nursing

AKH Inc., Advancing Knowledge in Healthcare is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.

This activity is awarded 32 contact hours.

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AKH Inc Staff and Planners	N/A	Nothing to Disclose
Dignity Health Staff and Planners	N/A	Nothing to Disclose

Commercial Support

This activity is supported not supported by an educational grant.

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