

The Nurse Leadership Institute: Developing Maryland's Future Nurse Leaders

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Nurse Leadership Institute (NLI) Program Goals

- I. Develop a cohort of academic and practice leaders.
- II. Enhance the leadership program by incorporating a mentorship feature.
- III. Expand both the size and makeup of the Leadership Program.
- IV. Design an evaluation program that provides evidence for future leadership programs
- V. Develop enduring continuing education programming on leadership development

NLI Purpose and Model

Build statewide nursing leadership capacity

Build collaborative partnerships between academia & practice

Facilitate transfer of knowledge for building future nursing workforce



NLI Fellow Activities

The major elements of the Leadership Development Program include:

(1) a one-day orientation program

(2) a personal mentor

(3) a comprehensive and psychometrically sound selfevaluation process

(4) a personal coach

(5) a competency-based, training program

(6) a practice- academic collaborative activity

(7) networking forums with national and state leaders in the field of nursing and healthcare.

NLI Results

- 249 nurse leaders -127 fellows and 122 mentors- have been impacted by the program representing 12 academic and 34 practice organizations in Maryland.
- ☐ Retention across the first four cohorts was 88%
- Self Assessment: Aggregate data from the 360 degree assessments, 113 fellows with 1078 raters including bosses, superiors, peers, and direct reports identified rankings of important competencies: communication, building and maintaining relationships, and innovative problem solving
 - Fellows scored high in self-awareness, learning agility, and communication
 - Fellows scored lower in managing conflict, negotiating, and achieving consensus when people disagree
- NLI encourages involvement in the community. In a preliminary analysis of the longitudinal survey community involvement increased significantly (p=.005).