Enhancing Collaborative Partnerships Through Nurse Leadership Development

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BACKGROUND

In the current chaotic and evolving health care environment, leadership competency and skills are necessary in order to build a safer health care system. Nurses are ideally placed to drive practice innovation, quality improvement and effective care delivery, which require leadership. However, there are inconsistencies in leadership development among different nursing practice and academic settings. Both novice and expert nurse leaders often find their roles frustrating and stressful due to situations that strain their leadership abilities. They feel like they do not always have the knowledge, support, training to be successful in their positions.

The Institute of Medicine (2010) Future of Nursing Committee recommended to prepare the nursing workforce to assume leadership roles in order to improve health, achieve health equity, improve health care safety, enhance health care quality, and lower health care costs. This is aligned with the American Association of Colleges of Nursing (AACN) guiding principles. According to AACN-AONE, academic/practice positions at every level. This aligns with the American Association of Colleges of Nursing (AACN): Advancing Healthcare Transformation - A New Era for Academic Nursing- http://www.aacnnursing.org/Portals/42/Publications/AACN-New-Era-Report.pdf

LEADERSHIP COMPETENCY MODELS

Different leadership development models were explored in order to identify a possible solution for a more consistent competency structure for leadership development.

The AONL Nurse Executive Competencies detail the skills knowledge and abilities that guide the practice of nurse leaders in executive practice regardless of their educational level, title or setting.

BACKGROUND

OUTCOMES

- Leadership development initiatives across all 3 settings are inconsistent.
- Leadership courses are included in curricula for BSN, MSN, DNP PhD programs. Not included in ADN programs.
- Opportunities for collaborative partnerships among academic, clinical practice and the community are few, if any and limited to other initiatives other than leadership development.
- Nurse Residency Program contains curriculum that focuses on developing interpersonal communication skills and managing conflict however it may be the first time that AD nurse has heard the topic.
- Academic institutions sponsor mentor program for nursing faculty with peers in leadership positions.
- Professional development workshops not widely supported by all organizations due to budgetary restraints.
- Schools of nursing offer faculty assistance and support for state scholarship applications e.g. Maryland State NSP II scholarships and grants.
- Some community health settings offer training for emerging leaders which focuses on team leadership and how to be leaders in change and business in a patient focused environment.

REFERENCES

- AACN: Advancing Healthcare Transformation - A New Era for Academic Nursing

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