INTRODUCTION
Collaborative activity group
- Varied settings, levels of experience, roles
- What do we have in common?
  - Looking for leadership experience

Guiding question
Nurses often have very clear pathway for career advancement and leadership roles in workplace. What opportunities exist to enhance/supplement that pathway so nurses can practice leadership skills and gain experience outside of work?

LITERATURE REVIEW AND EXEMPLARS
Professional Organizations
- Over 100 national organizations, many more at state/local level
- Specific to practice/specialty area OR geographical
- Membership may be job expectation – networking, policy activities, continuing education
- Leadership opportunities – committee chair, internal board positions

Board Membership
- Outside of nursing organizations – corporate, government, non-profit, advisory
- Hospital boards: 6% nursing, 20% physicians
- Emphasis on fiduciary responsibility – decisions in best interest of stakeholders AND align with bylaws/policies
- Future of Nursing 2010 – resulted in state-level Action Coalitions, many addressing leadership for nurses
- Nurses on Boards (NOB) – aim to have 10,000 nurses in board positions

Positions in Government
- All levels – local, state and national
- Elected or appointed
  - 1992 – Congresswoman Eddie Bernice Johnson, TX(D) is 1st nurse elected to US Congress
  - Congressional Nursing Caucus – educates legislators on nursing issues

METHODS
Literature Review
- Comprehensive literature search
- Keywords - nurses, leadership, boards, elected, industry, professional organizations
- CINAHL database, website searches

Interviews
- Each team member chose and interviewed at least one person
- Interviewees selected based on
  - Existing relationships, mentors
  - Professional awareness, applicable board experience
  - Suggested by NLI reviewers

Workplan
- Google Drive to share documents, shared workload
- Email communication, conference call

INTERVIEWS - THEMES
- Servant leadership
  - Put own agenda aside
  - Do what is right for the organization
- Spirit of Inquiry
  - Learn new skills
  - May not be area of expertise
    ▪ Interpret financial documents
- Prioritize wisely
  - Make board service fit your life
  - Delegate!
- Find support
  - Look for someone already in a board position
  - Once there, be a mentor
- Nurture relationships in all directions
  - Key to growth and opportunities

STRATEGIES
Professional Organizations
- Good place to start – friendly faces, similar interests and values
- Join committees, be active
- Volunteer for projects
- Run for leadership position

Board Membership
- Find your passion
- Get formal training - AHA, Women Corporate Directors Foundation, NYSE Board Leadership Program, National Association of Corporate Directors

Positions in Government
- Run for local office

CONCLUSIONS
Lessons Learned
- Excellent group dynamic
- Self-assigned, self-regulated
- More formal division of labor would help

Challenges
- Making time
- Getting buy-in from work
- Finding good fit

Next Steps
- Consider dissemination
  - Share with organizations already linked
  - Share with prior NLI fellows

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