

Developing Leadership Skills for New and Future Nurses

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INTRODUCTION

- ❖ We are surveying hospital nurse leaders to identify the leadership concepts and professional behaviors nursing students and new nurses should possess.
- ❖ The Institute of Medicine Report of 2010, *The Future of Nursing*, identifies the need to educate nurses at all levels to be leaders.
- ❖ Nurse educators need to prepare new graduates to work in complex healthcare systems.
- ❖ There is a lack of descriptive research regarding what hospital nurse leaders believe are important professional behaviors and leadership concepts for nursing students and new nurses to be well versed in.

METHODS

- ❖ A pilot survey was sent to nurse leaders in 86 hospitals in 6 states in the Midwest. Pilot survey was analyzed and revised.
- ❖ 74-item National Hospital Nurse Leader Survey created.
- ❖ The survey is based on 5 key themes:
 - Change
 - Communication
 - Conflict
 - Leadership
 - Self-Awareness



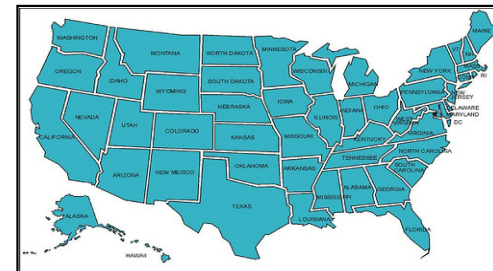
- ❖ Participants are asked to rank which category is the most important.
- ❖ Currently, hospital nurse leaders are being recruited via phone.
- ❖ Eligible participants are registered nurses working in the hospital setting as nurse managers, administrators, executives, educators or Clinical Nurse Specialists.
- ❖ The survey will be distributed nationwide May 2015.
- ❖ Qualitative and quantitative data will be collected.

ANTICIPATED RESULTS

- ❖ Goal is to survey:
 - Nurse leaders in five to twenty hospitals per state
 - Hospitals of various sizes
 - Hospitals of different controls (i.e.: federal, state, non-federal, for-profit, not-for-profit, church-based).

PRELIMINARY FINDINGS

- ❖ Communication appears to be an important skill



CONCLUSION

- ❖ Our hope is to help further develop an understanding of professional nursing behaviors on a national level and advance our nursing curriculum.



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