

Leadership Development of NCIN Scholars Among Competitive Collaborators

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NEBRASKA
METHODIST
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PROFESSIONAL DEVELOPMENT

Creighton
UNIVERSITY
College of Nursing



University of Nebraska
Medical Center™

BREAKTHROUGHS FOR LIFE.*

Collaborative Efforts

- ▶ Collaboration among institutions of higher learning is not a common practice
- ▶ The 3 colleges of nursing involved in this project are competitors for prospective accelerated students and graduates competing for jobs
- ▶ The Program Liaison's recognized a leadership conference would strengthen the RWJF NCIN offerings
- ▶ The benefit of collaborating on planning and conducting a leadership conference for NCIN Scholars was clear as it provided an opportunity for leadership development





Benner's Novice to Expert Theoretical Framework

- ▶ Benner's framework guided Program Liaisons in mentoring NCIN Scholars in planning the 2013 Leadership :
 - ▶ Novice planners included NCIN Scholars, a leadership development colleague and a new support staff member from a continuing education department
 - ▶ Expert planners included NCIN Program Liaisons, faculty from participating colleges and highly skilled support staff members from a continuing education department
 - ▶ During this process, novice planners moved from novice to advanced beginner with the potential for greater growth, hopefully moving toward expert

Purpose of the Project

- ▶ Collaboratively engage in the design and implementation of a student-focused leadership conference.
- ▶ Strategies:
 - ▶ Work with scholars who had completed some portion of their leadership coursework.
 - ▶ Allow the scholars to strengthen personal skill through application.



Collaborative Goal

Plan and conduct an NCIN Student Leadership Conference in Omaha, NE

- ▶ NCIN Program Liaisons mentored NCIN Scholars in the planning process, throughout the conference and in the evaluation phase
- ▶ This opportunity gave the NCIN Scholars the opportunity to practice leadership skills in an effort to strengthen their personal and professional skill set



Initial Discussions

- ▶ Conference objectives
 - ▶ Consistent with the National Program Office goals for regional conferences
- ▶ Timeline
- ▶ Definition of roles
- ▶ Topics of interest
- ▶ Conference format



Definition of Roles

- ▶ Speakers
 - ▶ Initial contact/request to participate
 - ▶ Topics
 - ▶ Conference format
- ▶ Conference location, logistics:
 - ▶ Technology related to transmission
 - ▶ Rooms
 - ▶ Menu
- ▶ Agenda



Conference Agenda

- ▶ 07:30 AM - 08:00 AM Registration & Breakfast
- ▶ 08:00 AM - 08:15 AM Welcome
- ▶ 08:15 AM - 09:00 AM Keynote Address- *Building a Career Path* - Vernell DeWitty, PhD, RN
- ▶ 09:00 AM - 09:45 AM *Leadership and How We Arrived* - Nurse Leader Panel
- ▶ 09:55 AM - 10:25 AM Breakout Session 1
- ▶ 10:35 AM - 11:05 AM Breakout Session 2
 - ▶ Dr. Jane Carmody (Acute Care) - CNO, Alegant-Creighton
 - ▶ Dr. Lin Hughes (Education) - Dean, NMC
 - ▶ Dr. Shelia Ryan (Global Health) - Endowed Chair, International Relations, UNMC
 - ▶ Dr. Marilyn Valerio (Nebraska Action Coalition) - Dean Emeritus, NMC
- ▶ 11:15 AM - 11:45 AM *NCIN Scholar Network & Doctoral Advancement in Nursing Project* - Dr. DeWitty
- ▶ 11:45 AM - 12:45 PM Lunch with Practicing Nurses
- ▶ 12:45 PM - 02:45 PM World Café
 - ▶ HIPAA and Social Media - Andrea Jahn, JD, Creighton
 - ▶ Affordable Care Act - Steve Martin, CEO, Blue Cross Blue Shield Nebraska
 - ▶ Diversity in Nursing - Shelia Ryan, PhD, RN, FAAN, UNMC
 - ▶ Inter Professional Collaboration - Dee Ernesti, RN, MSN, CENP, UNMC
 - ▶ Disaster Planning - Tom McMahon, Medical Reserve Corp, Coordinator, United Way of the Midlands
- ▶ 02:45 PM - 02:55 PM Afternoon Break
- ▶ 02:55 PM - 03:30 PM Wrap-up by World Café Facilitators/Evaluations

Conference Format

- ▶ Interactive
- ▶ Keynote speaker
- ▶ Nurse leader involvement
- ▶ Panel discussions
- ▶ World Café
- ▶ Table conversations with practicing RNs



The Conference

- ▶ September 13, 2013
- ▶ NCIN Scholars executed the conference



Outcomes

- ▶ Explore leadership in nursing - 95%
- ▶ Identify key elements for building a career path - 95%
- ▶ Opportunities for continued professional growth and development (morning panel) - 96%
- ▶ Common challenges and opportunities when making a career transition to nursing (afternoon panel) - 95%



Nurses
are
the
heart
of
health care!



Benefit of Information (Attendees)

- ▶ Opened minds to variety of opportunities
- ▶ Now considering graduate school seriously
- ▶ Augmented knowledge of best practices in patient care
- ▶ Planning for job interviews (i.e., deleting facebook account)
- ▶ Motivated to be and do more than originally planned
- ▶ More careful consideration given to use of social media
- ▶ Importance of overall professional demeanor (appearance, deportment, owning mistakes)

You never get a second chance to make a first impression.

Andrew Grant

meetville.com

I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.

Maya Angelou



If you can dream it, you can do it.

WALT DISNEY



What Else?

- ▶ More information about opportunities to work internationally
- ▶ To know more about the personal experiences of the speakers in each area rather than just broadly discussing the topics
- ▶ More information on the Affordable Care Act



UNDERSTANDING
— THE —
AFFORDABLE
CARE ACT



NCIN Scholar Musings

- ▶ An amazing experience
- ▶ Provided better connection to the NCIN network
- ▶ Working with Dr. DeWitty and scholars from other programs
- ▶ Opportunity to work more closely with NCIN faculty mentors
- ▶ Insight into indepth planning, which was different from the fast paced accelerated program
- ▶ Because of this work, became connected with DAN (doctoral advancement in nursing) from RWJF, which facilitated admission to BSN-PhD program
- ▶ Lunch conversations facilitated better perspective on beginning practice

Questions??????

TAKE PRIDE
IN HOW FAR
YOU HAVE COME.
AND HAVE FAITH IN
HOW FAR YOU CAN GO!

BECAUSE BEING
A NURSE IS MORE
THAN A JOB—
it's a way of life.

"I'm not telling you
it's going to be easy,
I'm telling you
it's going to be worth it."
-Art Williams

They may forget
your name but
they will never
forget how you
made them feel.
Maya Angelou

STRONG
INDEPENDENT
MOTIVATED
RELIABLE
DETERMINED
LOYAL
HARD WORKING
DEDICATED
LOVING
SELFLESS
COMPASIONATE
I AM A **NURSE**

**I WILL BE
THE BEST
NURSE I
CAN BE!**

"SERVICE"
"EFFORT"
"KINDNESS"
"DEDICATION"
"HONOR"
"COMPASSION"