

# **Robert Wood Johnson Foundation New Careers In Nursing**



**Webinar**  
**Pathways to Leadership and Career Success**  
**April 9, 2015**  
**3pm-4pm EST**

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# Program Objectives



- ▶ At the end of the seminar, the learners will be able to:
  - Identify five practices of exemplary leadership to utilize in all phases of your leadership development and career path beginning with a transition into professional practice.
  - Identify individual personal and professional changes to empower yourself to lead, drive and thrive.



# As your Coach today....



- ▶ **Let's look at the goal of coaching:**
  - ...to help people acquire ideas that validate the experience of change and more accurately reflect the revealing reality ensuring they have a place in it...
  
- ▶ **Allow me to serve as your Coach today.**

(Porter O'Grady & Malloch, 2011)

# COACHING

workshop  
leader  
coaches  
person  
brands  
success sports  
leadership  
one to one  
sales  
collaborative  
teacher  
business  
improve  
inspirational  
instructor  
builder  
executive

mentor  
speaking  
vision  
seminar  
skills  
communication  
sales  
planning  
corporate  
shaping  
manage  
training  
monitoring  
results



# Nurses Leading the Way....



- Thank goodness we all are different!
  
- My story of my Pathway to Leadership and “lessons learned” over the past 40 years
  - Novice to Expert:
    - ✦ Clinical staff nurse
    - ✦ Clinical Nurse Specialist in Maternal Child Health
    - ✦ Administrator
    - ✦ Educator
    - ✦ Consultant

# My Personal-Best Leadership Experiences



- Clinical practice changes
- Administrative practice changes
- Consulting changes
- Active involvement in professional organizations
- Continuing my education

**Polling Question:  
Who is in today's audience?**



**TELL ME WHO YOU ARE:**

**\_\_ STUDENT NURSE**

**\_\_ NEW GRADUATE**

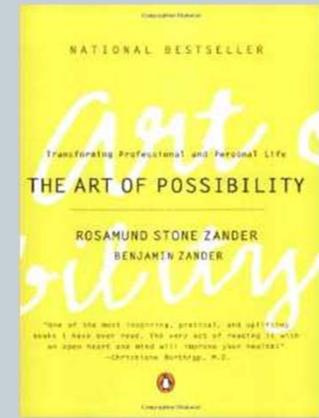
**\_\_ FACULTY/STAFF**

# Possibilities...



## Ben Zander's *The Art of Possibility*: *Transforming Professional and Personal Life*

- The notion of possibilities
- Awakening possibilities in yourself
- To do the impossible, you have to see the invisible
- Quite wishing for victory and decide on it
- Leadership...
  - The art of awakening possibilities in others



# Leadership Development....



- Starts with you
- Leadership is a relationship
- Promote your own self –development
- Leadership is a daily challenge
- Characteristics of leaders: Credibility is the foundation
  - ✦ Honest
  - ✦ Forward-looking
  - ✦ Competent
  - ✦ Inspiring
- Learn from others. Be a team player

# Five Practices of Exemplary Leadership



- **Everyone is a leader**
  1. Model the way
  2. Inspire a shared vision
  3. Challenge the process
  4. Enable others to act
  5. Encourage the heart

# Five Practices of Exemplary Leadership



## 1. Model the Way

- Behavior earns you respect
- Affirm the shared values of the group
- Titles are granted

## 2. Inspire a Shared Vision

- Need vision and dreams of what *could* be
- Need to inspire a commitment

# Five Practices of Exemplary Leadership



## 3. Challenge the Process

- Generate small wins and learn from experience and failures

## 4. Enable Others to Act

- Foster collaboration by building trust and facilitating relationships
- Develop others competencies
- Develop others into leaders

## 5. Encourage the Heart

- Genuine caring for others
- Recognize contributions by showing appreciation for individual excellence
- Celebrate the values and victories

# Passion for Your Journey



ACCOUNTABILITY TEAMWORK TRUST  
RESPECT COURAGE LEADERSHIP DIVERSITY  
HONESTY PASSION COMMUNICATION  
**PASSION**  
LEGITIMACY RESPECT  
ERS  
QUALITY COMMITMENT RELIABILITY  
PERFECTION VISION PROGRESS CARE  
POTENTIAL EXCELLENCE OPENNESS

# Polling Question:

## Where would you like to begin your nursing career?



**I AM SEEKING MY FIRST NURSING POSITION AT  
(SELECT ONE AS YOUR 1<sup>ST</sup> CHOICE):**

- \_\_ ACUTE CARE HOSPITAL: MED/SURG OR STEP-DOWN UNIT**
- \_\_ ACUTE CARE HOSPITAL: ICU/CCU/ED**
- \_\_ ACUTE CARE HOSPITAL: PEDS/ MCH**
- \_\_ AMBULATORY CARE/OUTPATIENT SETTING**
- \_\_ HOME CARE/COMMUNITY NURSING AGENCY**
- \_\_ LONG TERM CARE FACILITY/ASSISTED LIVING FACILITY**
- \_\_ OTHER: SPECIFY:\_\_\_\_\_**

# Getting Started: Where to Look



- Your job search
  - Research various organizations
    - ✦ Magnet<sup>R</sup> Organizations
    - ✦ New hire residency programs
    - ✦ Teaching vs. Non-Teaching Organizations
    - ✦ Acute care vs. Home care vs. Nursing home vs. Ambulatory Care
    - ✦ Organization's value, mission, cultures...align with yours?
  - Research various job opportunities
    - ✦ Job fairs
    - ✦ What's available?
    - ✦ Specialty positions: apply from within?
    - ✦ Your job application and resume
    - ✦ Networking: Who can help you?

# Getting Started: Your Job Interview



- Interview basics: First Impression Counts!!
  - Arrive on-time
  - Look and act professional
  - Turn your phone OFF
  - Arrive with your application and resume
  - Share what *you* know about their organization
  - How can you help *them* meet their goals
  - LISTEN to them
  - At the end of the interview, ask what are the next steps
    - Get the interviewer's business card
  - Send a "thank you" note

# Getting Started: Your Job Interview (cont'd)



- Differentiate yourself from every other new RN
  - What are your strengths from your past work and volunteer experiences?
- Employers' Concerns
  - Hiring for the right "fit"
  - Credit card debt
  - Social media impressions
- Networking in Professional Organizations
  - Get involved early
- Demonstrate your leadership practices early

# Getting Started: Your First RN Position



- **Orientation**
  - Meet the commitments
  - Understand your learning style
    - ✦ Ask for help as needed
    - ✦ Show your appreciation
  - Introduce yourself to others
  - How can you help them
  - Utilize the learning resources at your organization
    - Library
    - Other health professionals
  - Show respect for all levels of staff

# Change: From Student to Professional Nurse



- How does that pathway look for you?
  - Your 1<sup>st</sup> year:
    - ✦ From student to novice RN
  - Your 2<sup>nd</sup> year:
    - ✦ Developing competence from experience
    - ✦ Feeling more confidence
- Your professional growth and learning continues!!

# Your Capacity to Change



- ▶ Build on your past successes in life
- ▶ Do you have a “learning attitude?”
- ▶ Are you adaptable?
  - Responding effectively to change is a leadership imperative
- ▶ Are you resilient?
  - Past hardships as well as past successes are often key learning experiences.
  - Resiliency is important because changes is so pervasive....not just to **survive** but to **thrive**.
  - A resilient person broadens their perspective by being open to change and by being willing to learn.

(Pully & Wakefield, 2014)

Impossible

Possible

# CHANGE?!



... WELL, NOW  
I KNOW WHAT  
WE'RE UP  
AGAINST...







Confidence

# Stress Management & Healthy Coping



- ▶ **Practice healthy coping skills**
  - Exercising; Eating healthy
  - Better time management
  - Breaking large tasks into smaller more manageable tasks
  - Making time for self; Small periods each day of relaxation
- ▶ **Avoid unhealthy coping skills**
  - Bingeing on food, caffeine, alcohol, or drugs
  - Procrastination
- ▶ **Find *your* healthy ways to cope**
  - Reach out for help if you need it



## Polling Question:

Have you ever kept a reflective journal?



**HAVE YOU EVER KEPT A REFLECTIVE  
JOURNAL:**

**YES**

**NO**

# Journaling...



- ▶ Who should keep a journal?
- ▶ Why keep a journal?
- ▶ How often should you write in our journal?
- ▶ How long should I write in the journal?
- ▶ What are the benefits of journaling?

# Journaling: Getting Started



- ▶ Write for 10-20 minutes, without editing your thoughts
- ▶ Cultivate an attitude of *gratitude* by daily listing things you appreciate in your life
- ▶ Use pictures and art if they help you express yourself
- ▶ Maintain a list of your successes
- ▶ Write about what you are struggling with or disturbed with

A word cloud featuring various Thanksgiving-related terms. The words are arranged in a roughly circular pattern. The most prominent words are 'thankful' (large, orange, vertical), 'grateful' (large, green, horizontal), 'family' (large, red, vertical), and 'happy' (large, yellow, vertical). Other visible words include 'kindness', 'love', 'friends', 'thank you', 'happiness', 'thanks', 'affection', 'perseverance', 'kind', 'love', 'helpful', 'good', and 'kindness'. The colors used include yellow, red, green, orange, purple, and brown.

# Journaling: Benefits of Writing and Reflecting



- ▶ Process events and clarify thoughts and feelings
- ▶ Know yourself better
- ▶ Positive impact on health
- ▶ Solve problems more effectively
- ▶ Improve your perspective in life
- ▶ Set goals and record your strengths

# Journaling: Benefits of Writing and Reflecting (cont'd)



- ▶ Let the journal express your exemplary leadership practices:
  - ▶ Modeling the way
  - ▶ Inspiring a shared vision
  - ▶ Challenging the process
  - ▶ Enabling others
  - ▶ Encouraging the heart

# Dare to Dream...Be Inspired to Act



“A dream doesn't become reality through magic; it takes sweat, determination and hard work.”

– [Colin Powell](#)

“Success is liking yourself, liking what you do, and liking how you do it.”

– [Maya Angelou](#)



**CHANGE  
AHEAD**

**All changes, growth,  
and transformations  
happen just outside  
our comfort zone.**





LIFE BEGINS  
AT THE END  
OF YOUR  
COMFORT  
ZONE

*Questions?*



**Thank you for allowing me  
to share in your preparation to transition  
from nursing student to professional nurse .**

*Enjoy the journey to lead, drive and thrive  
in nursing and healthcare!*



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