



UNIVERSITY *of* MARYLAND  
SCHOOL OF NURSING

# NURSE LEADERSHIP INSTITUTE: NEXT STEPS



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# Purpose

- Build Maryland's Nursing Leadership Capacity
  - Develop individual leadership competencies
  - Prepare nurses to assume leadership roles in a variety of forums
  - Contribute to a statewide network of leaders



## Purpose cont.

- Within these forums consider and implement strategies that:
  - Promote professional development of the Maryland nurse workforce
  - Prepare nurses for assuming roles across the continuum of care
  - Improve health outcomes of Maryland citizens



# Overview of Program

## Developing MD Nursing Leadership Capacity: 5 year program

- Year-long program
- Fellow/Mentor dyad
- Intensive training sessions
- Sustaining activities
- Networking activities
- Continuous evaluation process
- Advisory Council

## Individual Leadership Development

- Mentoring
- Individual assessment
- Intensive training
- Action plan
- Coaching
- Networking activities
- Recognition ceremony

## Network Development

Within:

- Cohort
- Program
- Institution
- State



# Translation into practice: what you've learned

- Thinking and acting systematically
- Communicating effectively – think positive
- Influencing ideas, behaviors, policy
- Building and maintaining resiliency
- Engage in and promote life-long learning
- Nurture self-awareness within yourself and others



## **Translation into practice: collaborative project**

- Is an application of leadership skills and helps build your leadership role
- Is aligned with your personal and organization's goals
- Has resources available to achieve this goal
- Is conducted with a Nurse Leadership Institute (NLI) colleague from a complimentary setting, e.g. if you work in a health service organization, partner with a colleague from an academic setting
- Will be presented to NLI cohort and faculty in August
- Exemplar; Home based care symposium



# Translation into practice: within the Nurse Leadership Institute framework

- Individually
  - Utilize Nurse Leadership Institute (NLI) resources
    - eLearning module
    - eMeetings with NLI faculty
    - Prepare for and leverage coaching sessions
  - Develop your mentor/mentee relationship
  - Sustain your network with NLI cohort
- Organizationally
  - Work with mentor to facilitate your project
  - Seek out resources and support
  - Look for leadership opportunities
- State level
  - Consider policy implications of your project
  - Track policy issues
  - Identify opportunities for involvement e.g. Action Coalition



## Next steps

- Individually
  - Confirm first meeting with mentor
  - Enjoy your weekend
- Organizationally
  - Nurse Leadership Institute will follow up with fellow and mentor schedules for remainder of year
- State level
  - Expand your level of knowledge
    - Maryland Nurses Action Coalition:  
<http://campaignforaction.org/state/maryland>
    - Maryland General Assembly officially opened the 436<sup>th</sup> Legislative Session on Wednesday, January 13.





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**Thank you!**

Questions please.