The Nurse Leadership Institute: Developing Maryland's Future Nurse Leaders

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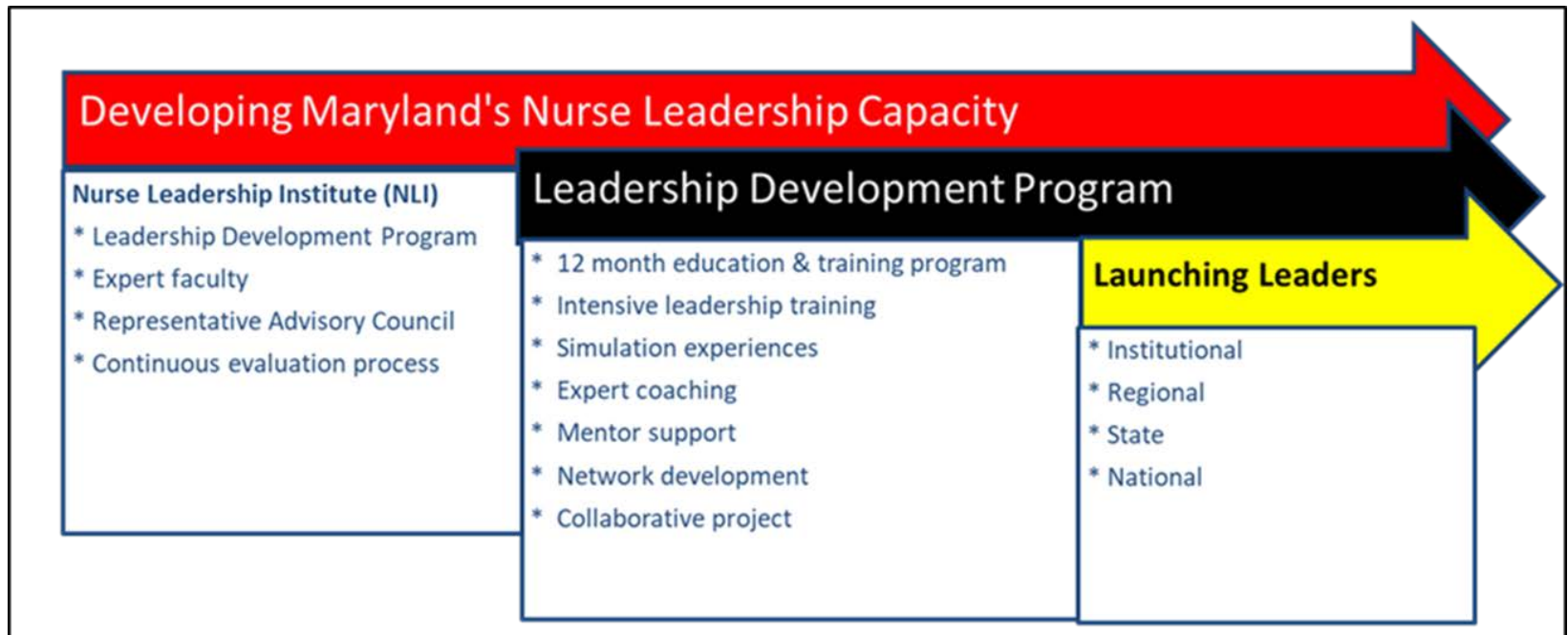
Nurse Leadership Institute (NLI) Program Goals

I. Develop a cohort of academic and practice leaders.

II. Enhance the leadership program by incorporating a mentorship feature.

III. Expand both the size and makeup of the Leadership Program.

IV. Design an evaluation program that provides evidence for future leadership programs

V. Develop enduring continuing education programming on leadership development

NLI Purpose and Model

Build statewide nursing leadership capacity

Build collaborative partnerships between academia & practice

Facilitate transfer of knowledge for building future nursing workforce

Developing Maryland's Nurse Leadership Capacity

Nurse Leadership Institute (NLI)
* Leadership Development Program
* Expert faculty
* Representative Advisory Council
* Continuous evaluation process

Leadership Development Program
* 12 month education & training program
* Intensive leadership training
* Simulation experiences
* Expert coaching
* Mentor support
* Network development
* Collaborative project

Launching Leaders
* Institutional
* Regional
* State
* National

NLI Fellow Activities

The major elements of the Leadership Development Program include:

(1) a one-day orientation program

(2) a personal mentor

(3) a comprehensive and psychometrically sound self-evaluation process

(4) a personal coach

(5) a competency-based, training program

(6) a practice- academic collaborative activity

(7) networking forums with national and state leaders in the field of nursing and healthcare.

NLI Results

❑ 249 nurse leaders -127 fellows and 122 mentors- have been impacted by the program representing 12 academic and 34 practice organizations in Maryland.

❑ Retention across the first four cohorts was 88%

❑ Self Assessment: Aggregate data from the 360 degree assessments, 113 fellows with 1078 raters including bosses, superiors, peers, and direct reports identified rankings of important competencies: communication, building and maintaining relationships, and innovative problem solving

  ❑ Fellows scored high in self-awareness, learning agility, and communication

  ❑ Fellows scored lower in managing conflict, negotiating, and achieving consensus when people disagree

❑ NLI encourages involvement in the community. In a preliminary analysis of the longitudinal survey community involvement increased significantly ($p=.005$).