

Re-imagining the Nurse Leadership Institute: Curriculum Redesign from the Lens of Senior Nurse Leaders

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Background

- The Nurse Leadership Institute (NLI) was developed by University of Maryland Baltimore School of Nursing (UMBSON) in response to the NSP II identified need to build collaborations between academia and practice and to develop nurses who will lead change and advance the health of Marylanders.
- The NLI recruits nurse faculty and clinicians with the goal of preparing them to assume leadership positions in Maryland Organizations. Since 2015, the UMBSON has led the yearlong program to prepare nurses to participate as full partners in developing, managing, and implementing Maryland health care delivery models.
- Increasingly, nurse leaders are expected to prioritize competing demands, administer, and manage finances, lead and manage dynamic teams, address generational differences, and tackle culturally diverse situations.

Objectives

- To ensure the NLI program addresses current trends in nursing leadership, in 2020, the NLI program underwent a curriculum redesign process guided by current senior nurse leaders.
- This process was structured to identify latest trends, develop pathways for delivery of updated content, and strengthen the leadership program elements.

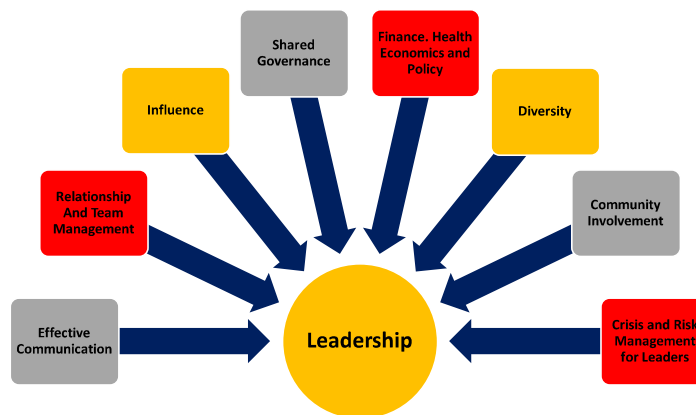
Framework



Methods

- With a goal of identifying key components for a new nurse leadership curriculum, The NLI team developed a semi-structured interview guide.
- Interviews were completed with 35 national and local senior nurse leaders in practice and academia via Zoom by the NLI team.
- Interview data were collated with identification of nine curricular domains.
- The identified domains were aligned other leadership competencies including-AONL, ACHE, and other business model competencies. Leveraging the interview data, the NLI team developed a curriculum matrix based on the nine domains.
- Topics for the 2020-2021 NLI program were developed based on the nine domains.
- Content experts were identified to present each topic in the online program.

NLI Curriculum Domains



Results

- The NLI team and fellow evaluations identified the need for expanded monthly contact, an individualized development plan, and the inclusion of BSN nurses as a pipeline for continued leadership in clinical settings.
- Key content expansion from the earlier program included: increased emphasis on equity, diversity, and inclusion; expanding sphere of influence; crisis and risk management; and, building executive presence.
- Monthly leadership connections and individualized development plans were instituted to strengthen leadership skills and content delivery.

Conclusions

- Following the curriculum revision, the program has impacted a total of 160 diverse Maryland nurses, including 80 fellows and 80 mentors.
- The NLI's commitment to strengthening nursing leadership was critically important during the COVID 19 pandemic when nurses needed additional skills and a safe place to network.
- Our nurse leaders report that the NLI program has provided them with a respite from their day-to-day stress during the pandemic and provided them with the leadership skills and networks that have enabled them to navigate their toughest challenges.
- Formative and summative evaluations indicate fellow satisfaction with - and translation of - the newly added leadership domains and skills into practice and academia.
- The future plan is to use a hybrid delivery format for the program.

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