



Achieving Success[ion] in Healthcare Leadership

Building and Immersive Nurse Manager Residency Program

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INTRODUCTION

- Nurses, Nurse Leaders, and nurse executives are vitally essential to progression of our healthcare system into the future.
- Nurses are the predominant industry contributors to healthcare quality and delivery, yet less than 25% of nurses fill leadership roles in healthcare organizations** (Rappleye, 2018).
- With a vast number of competent nurse managers able to lead healthcare into the future, **a lack of education, resources, mentorship, opportunity, and leadership role expectation poses a problem** that requires a solution.
- A nurse manager residency program can be leveraged to enhance skills, provide mentorship and promote the success of new nurse managers.**

OBJECTIVES

Project Goal: This DNP project developed a brief immersive nurse residency program for nurse managers to enhance their nurse leadership competencies.

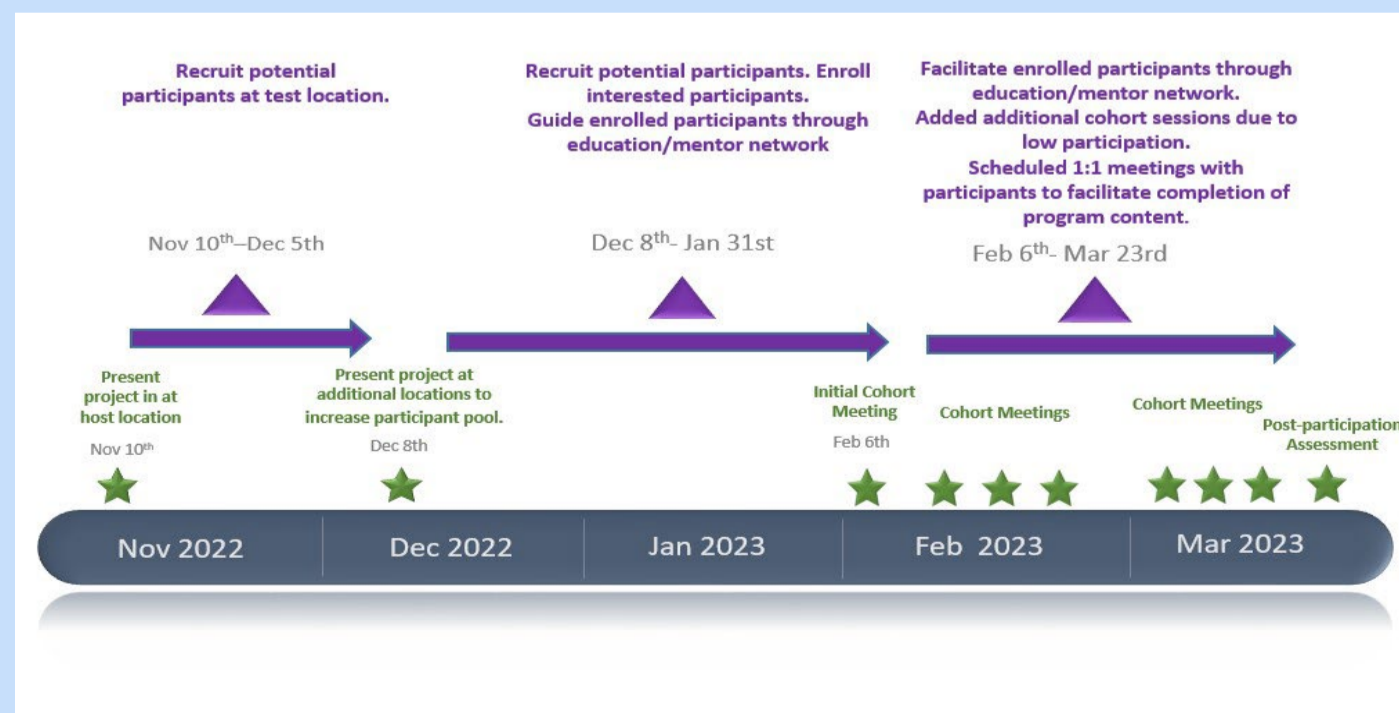
Aims:

- To develop a multi-modal professional development program for nurse leaders.
- To implement and evaluate the professional development program.
- To make recommendations for the scaling and sustainability of the program throughout our healthcare system and beyond

METHODS

This model was designed to provide education, expert leadership mentoring, and peer support in a 6-week immersion experience for nurse managers with 2 years of experience or less in their position.

- Aim #1- to develop a multi-modal professional development program for nurse leaders.
 - Stakeholder buy-in
 - Mapping of AONL competencies to develop learning curriculum
 - Creation of outcome assessment surveys.
- To implement and evaluate the professional development program.
 - Recruitment of participants
 - Pre and Post competency assessment
 - Enrollment in virtual learning courses
 - Mentor and cohort meetings
- To make recommendations for the scaling and sustainability of the program throughout our healthcare system and beyond.
 - Report findings to executive leadership
 - Require program for new nurse manager orientation.
 - Submit abstract to the Journal of Nursing Leadership



RESULTS

Preliminary Findings: 11- participants

- Pre-competency assessment complete (11/11)
- Virtual learning modules completed (7/11)
- Mentor Meetings completed (4/11)
- Cohort Meetings completed (4/11)

Data analysis in final stages of completion

Major findings relate to feasibility of traditional programming in high stress healthcare environment –

Old Models Don't Work-

In VUCA-Volatility, Uncertainty, Complexity, Ambiguity use

FUCA- Flexibility, Understanding, Convenience ➔ Adherence

This project developed a new model In vivo

over a series of cycle changes

- Phone, web-based interview results with sub-sample:
 - Virtual modules very helpful bc of convenience-(time constraints/px demands)
 - Schedules too demanding & unpredictable to commit.
 - High turnover of Nsg staff results in Nurse mangers covering multiple units –preventing or delaying participation/ completion of traditional program.

Redesign included:

- More virtual offerings for convenience
- Bringing” the program to them” – scheduling at their convenience-being flexible, meeting with them one to one at times. Examining program structure for efficiencies-ongoing

REFERENCES

Rappleye, E. (2018). *Nurses fill less than 25% of leadership roles at most healthcare organizations*. Becker's Hospital Review. Retrieved August 6, 2022, from https://www.beckershospitalreview.com/hospital-management-administration/nurses-fill-less-than-25-of-leadership-roles-at-most-healthcare-organizations.html?oly_enc_id=9363D9064434E3N