

The Missing Link: Building Critical SOFT LEADERSHIP SKILLS In Nurses BEYOND HOSPITAL WALLS

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INTRODUCTION

The goal of this project was to introduce Soft Leadership Skills through an immersive, web-based program to a group of aspiring nurse leaders through the Organization of Nurse Leaders, New Jersey.

As the care of health shifts to a more decentralized model of care, it is essential that the role of nursing facilitates new paths to meeting patients and communities where they are in the context of their lives, forges new partnerships outside of the traditional health care setting and focuses on advocating for collective upstream solutions (Pittman, 2020).

However, nurses are currently trained in a content heavy format for much of their clinical and non-clinical skills. Critical soft leadership skills require nurses to use contextual and experiential learning – achieved by engaging with community-based organizations.

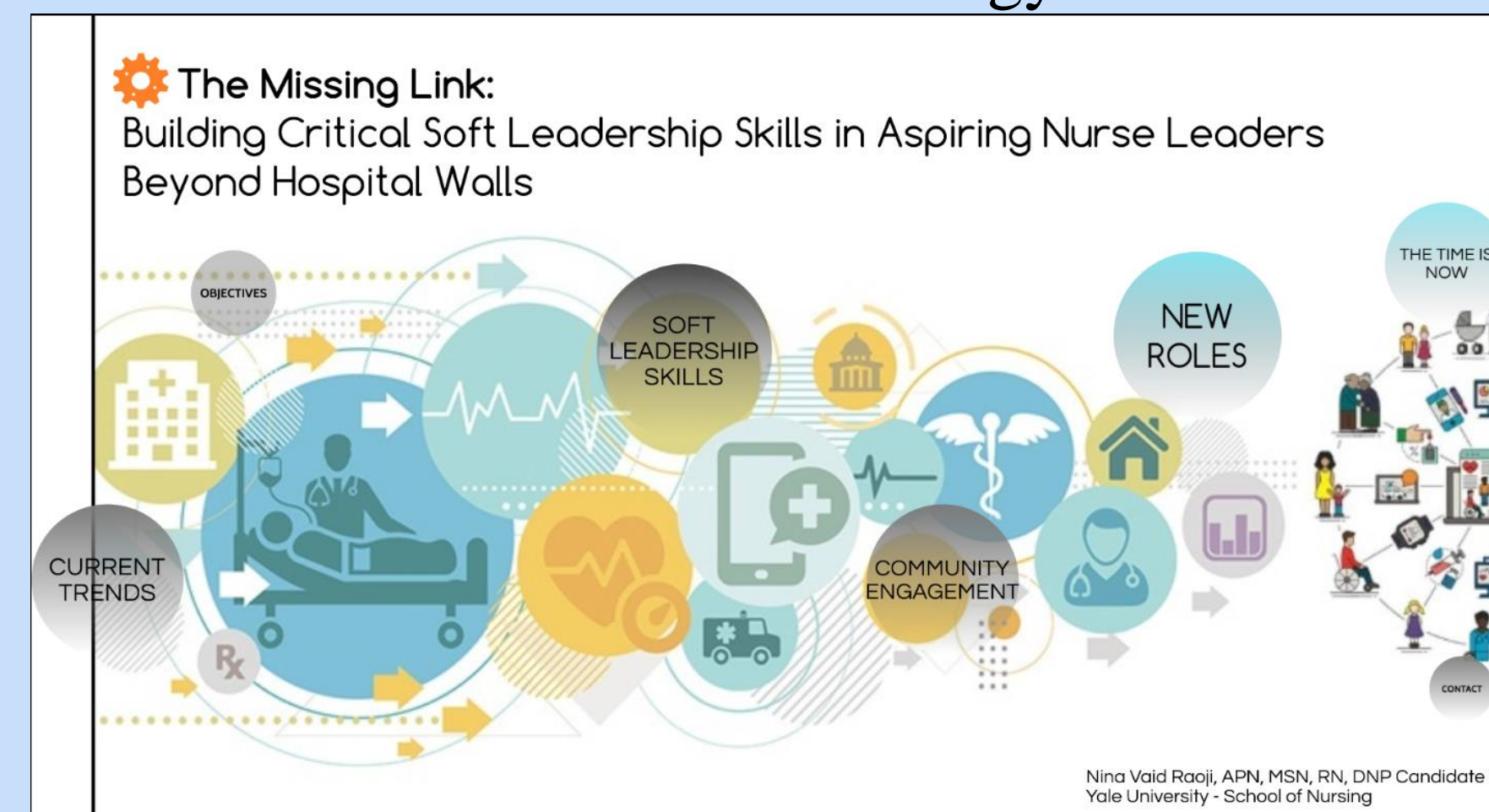
AIMS

1. Develop an online curriculum to address Soft Leadership Skills for nursing.
2. Implement and evaluate the immersive web-based leadership training program in partnership with the Organization of Nurse Leaders NJ (ONL-NJ).
3. Present recommendations to American Organization for Nursing Leadership (AONL) for scaling and dissemination to its national membership with the goal of enhancing current nurse leadership training.

METHODS

Aim 1 was achieved by developing an online curriculum to address Soft Leadership Skills for nursing.

- Selected topics and content through literature search.
- Curriculum topics included: Current training and gaps / Soft Leadership Skills: Examples / Relevance & Importance / Engagement with CBOs for enhancing skills / New Roles & Resources for getting started
- Panel of 2 Subject Matter Experts validated curriculum
- Developed a 12-minute immersive presentation in Prezi & recorded with Prezi/Loom technology.



Aim 2 was achieved by implementing and evaluating the immersive web-based leadership training program in partnership with the Organization of Nurse Leaders NJ (ONL-NJ).

- Created pre-post questionnaire and formatted both surveys and presentation into Qualtrics.
- Launched program to 431 active member emails of ONL-NJ over 5 weeks.
- Evaluated program responses from eligible completions.

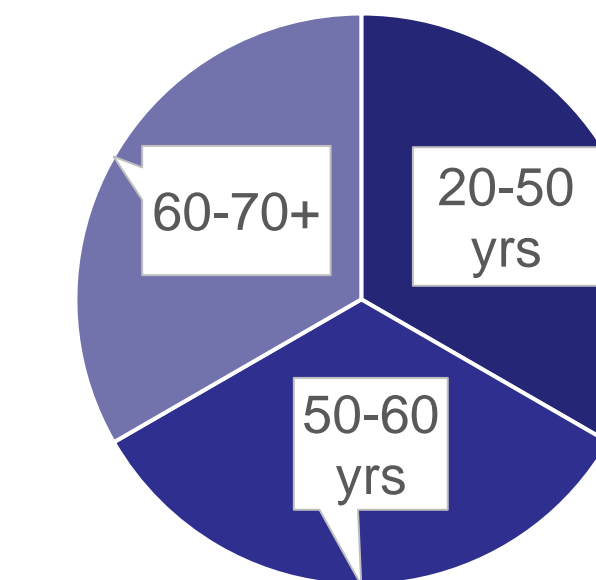
Aim 3 will be achieved by presenting recommendations to the membership of ONL NJ and presenting program to American Organization for Nursing Leadership (AONL).

- Applied to present at AONL's annual meeting in July 2021.

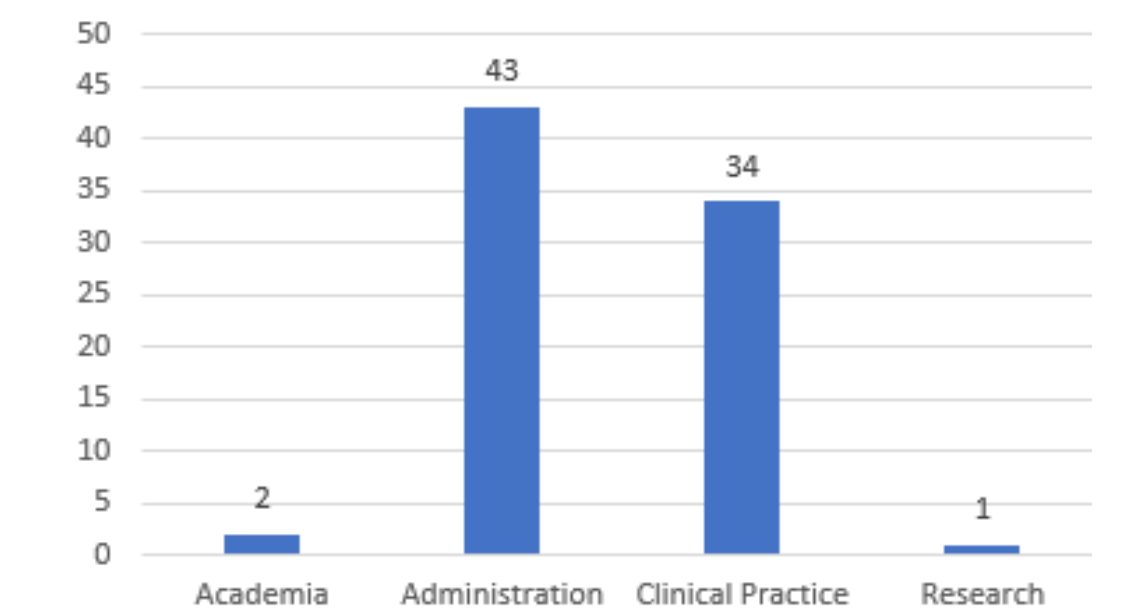
RESULTS

TOTAL: **80 participants** completed the training & pre-/ post- questionnaires.

Age Range

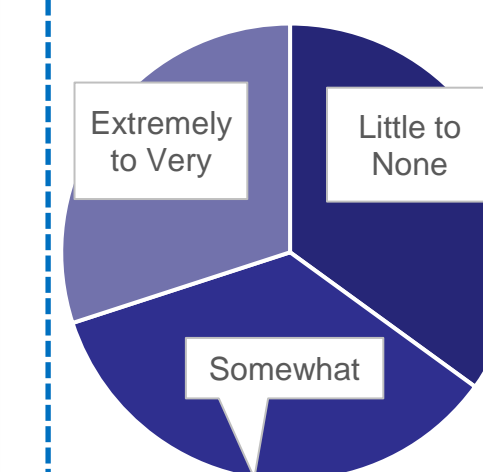


Professional Activity

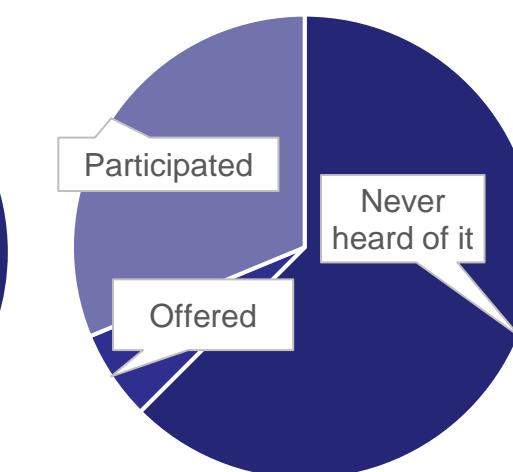


PRE-PARTICIPATION:

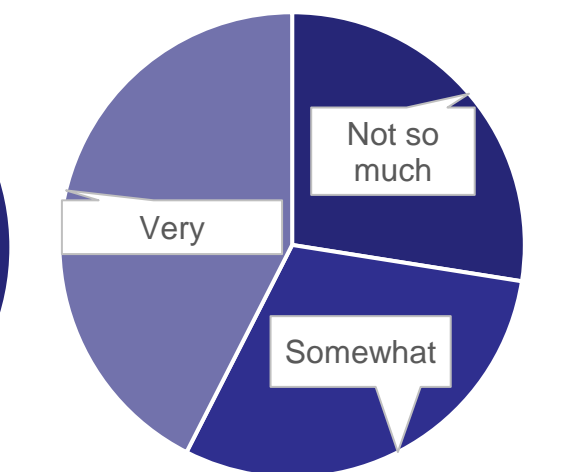
Knowledge of Soft Leadership Skills



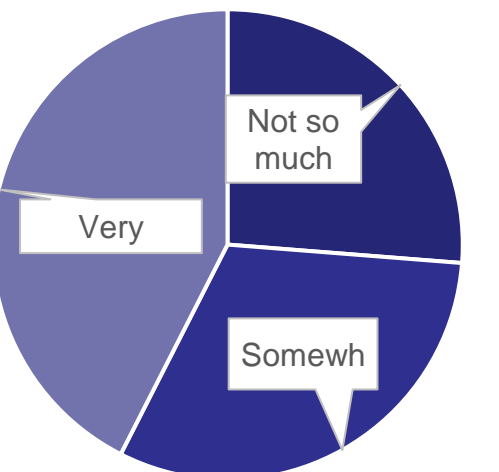
Participation in Soft Leadership Skills Training



Likely to Spend Time & Money for Training

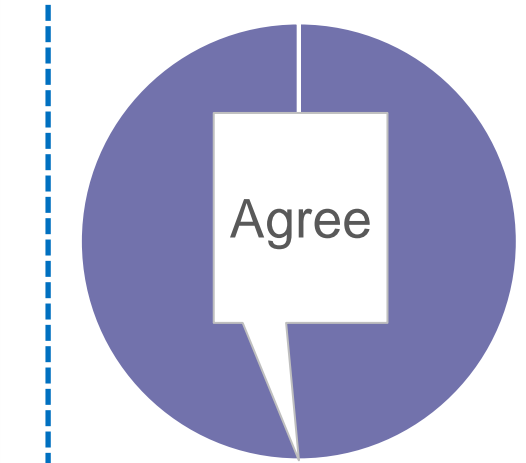


Likely to Engage in CBO to Develop Skills

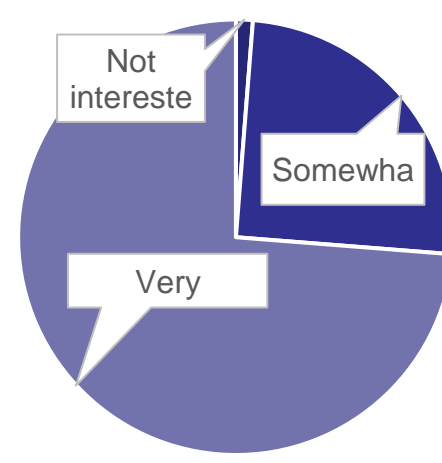


POST-PARTICIPATION:

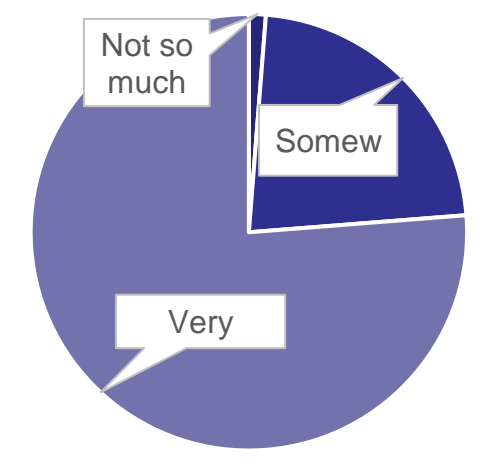
Increased Knowledge of Soft Leadership Skills



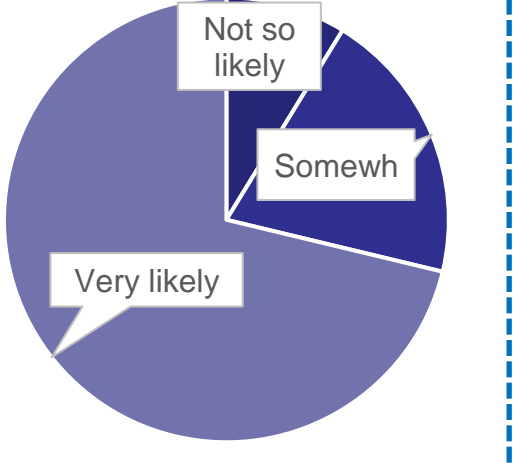
Interest in Soft Leadership Skills Training



Likely to Spend Time & Money for Training



Likely to Engage in CBO to Develop Skills



CONCLUSION

There is a need and interest for more training around Soft Leadership Skills for nurses across age groups and backgrounds.

REFERENCES

- Pittman, P. (2019). Activating nursing to address unmet needs in the 21st century. Retrieved from https://hsrc.himmelfarb.gwu.edu/sphhs_policy_facpubs/963

