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## Development of an urban leadership seminar series for emerging nurse leaders at Boston Health Care for the Homeless Program

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**Background:** The Institute of Medicine report on the Future of Nursing (2010), details the importance of nursing leadership and how nurses are expected to be equal partners in today's health care environment. Healthcare organizations providing care to homeless individuals are community based and patient-centered that provide care to meet the unique health care needs of this vulnerable population. In this current health care environment, organizations are providing such healthcare need to identify, support and mentor nursing staff who are emerging leaders.

**Purpose & Goals:** The purpose of this educational intervention project aimed to develop nurse leaders at a large urban health care for the homeless program that has the designation of a federally qualified health center. The aims of the project were to (1) Identify knowledge gaps for emerging nurse leaders, (2) Implement a pilot educational urban leadership seminar series and (3) Measure acquisition of skills and competencies acquired from the series of seminars.

**Methodology:** Based on the Nursing Leadership Institute Competency Model, (NLICM) (2003) a leadership seminar series was developed for emerging nurse leaders. Data was collected through the administration of a baseline and post intervention Leadership Practices Inventory (LPI) self-assessment tool. Quantitative descriptive statistics showed that LPI scores improved after the leadership seminar series was completed. A detailed analysis of each of the sessions showed new leadership skills that were acquired after participants attended each session.

**Conclusion:** Participation in this educational intervention improved leadership competencies of the emerging nurse leaders. The acquired new knowledge may better prepare nurses for sustained leadership roles which in turn will better meet the needs of organizations providing care to homeless individuals.

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