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## Creating future nurse leaders to transform care: Hand-off of the profession from the boomer to the millennial generation who are the future of the nursing profession

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The transformation of health care requires flexible nurse leaders at all levels in responding to the ever changing needs of health care. Nurse leaders who are tasked to integrate the mission and vision of the organizations must be adept in maneuvering complex setting. Developing the future nurse leaders is crucial in facing the unknowns and the generational division. At Baptist Health, finding internal candidates for leadership position was an identified need. The gaps were: inadequate knowledge and skill set in leading people versus managing people and the need to develop leaders at the bedside for professional advancement. The institute prepares nursing leaders in the transformation of health care with a focus on leadership rather than management. The frameworks were Ida J Orlando's theory and Bloom's taxonomy engaging learners to higher level of thinking through application, synthesis, analysis, and evaluation. The over-reaching goal is to develop inspirational, motivation skills, and a clear vision: a future that is exciting and meaningful and inspires strong commitment. The NLI uses OBE a student-centered, competency-oriented, performance based approach to education. The instructional delivery included the "flipped classroom" that uses the learner-centered approach. The active learning strategies used were problem-based learning, journaling, group presentations, action learning (i.e., shadowing a leader), case studies, and capstone projects. The NLI used class evaluations, group presentations, capstone group projects, focus group, annual KSA surveys, and valid and reliable metrics; 57 percent assumed leadership position from the pilot cohort.

### Biography

Solimar Figueroa has 37 years of Nursing Practice experience as an Operating Room Nurse, Operating Room In-charge, Chief Nursing Officer, Assistant Director of Nursing, Clinical Nurse Educator, Chief Nursing Officer and Director of Clinical Services. She serves as an Appraiser with the American Nurses Credentialing Center (ANCC) for continuing education and practice transition accreditation program (PTAP) and manages the clinical collaborations for the American Academy for Preceptor Advancement (AAPA). She has done her PhD and Master's degree in Nursing and Health Care Administration. She is an author, speaker, researcher, educator, and a consultant.

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