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Creating qualified nurse leaders: An intervention in nursing leadership

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Lack of formal leadership development and limited business acumen has decreased the pool of qualified, transformational leaders. The purpose of this study is to identify a knowledge gap and determine if formalized, focused leader development training decreases this gap. Additionally, the study will provide transformational educational activities to nurse leaders that can provide the framework for positive role modeling. The study will address the difference in the participants' understanding regarding leadership behaviors prior to attendance at a focused development class and after. The study will be conducted using a pre-experimental, pretest-posttest model. This design will include one group of nurse leaders from three different Richmond-based hospitals. The baseline data will be collected using Kouzes and Posner's Leadership Practices Inventory (LPI) up to 30 days prior to the planned intervention. The intervention will follow and once complete, the LPI will again be offered within four weeks to study the differences post intervention. The outcomes are pending, but expected to demonstrate an increase in both knowledge and awareness of the leadership traits that define transformational leadership. The ability to incorporate a leadership development program that assesses perceptions, identifies potential leaders and creates qualified replacements is ideal. An intervention that targets the knowledge gap will add to the current body of research and continue to highlight the need for ongoing research in healthcare.

Biography

Pamela Smith, MSN, RN, CEN, PCCN, DNP-NE is a Principle Investigator. She has been a Registered Nurse for 25 years and holds professional certifications in critical care, emergency medicine and sexual assault. The last nine years of her practice have been in the management arena. She has recently begun to participate in personality-based profiling for leadership candidate selection. She has completed her MSN for George Mason University and currently holds an advanced leadership role in a large healthcare organization.

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