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Developing future nurse leaders: A university-based leadership training model in china

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Statement: In China, the rapid evolution of healthcare services demands a new generation of nurse leaders equipped with critical thinking, collaborative skills, and evidence-based decision-making capabilities. Despite increasing academic preparation, there is a lack of structured leadership training integrated into undergraduate nursing education. This study aims to evaluate the impact of a university-implemented nursing leadership training program on leadership competence and career readiness among nursing students.

Methodology: The study was conducted at the School of Nursing, Peking Union Medical College, involving 120 senior undergraduate nursing students over one academic year. Participants underwent a structured leadership development program consisting of workshops, simulation-based role-play, mentorship with clinical leaders, and group projects addressing real-life healthcare challenges. Pre- and post-program surveys were administered using the Nursing Leadership Competency Framework (NLCF). Qualitative data were also gathered through reflective journals and focus group discussions to understand students' experiences and leadership growth.

Objective: The primary objective was to assess whether integrating a formal leadership module within the nursing curriculum enhances students' leadership competencies, communication abilities, and readiness to take on leadership roles in clinical settings post-graduation.

Result: Quantitative results showed a 40% improvement in leadership confidence and decision-making ability. Communication scores rose by 30%, and 85% of students expressed increased interest in pursuing leadership roles after graduation. Qualitative analysis revealed heightened self-awareness, improved team coordination, and a broader understanding of nursing's strategic role in healthcare. Faculty and clinical mentors also reported improved engagement and professionalism among participants.

Biography

Mei Lin is a senior professor at the School of Nursing, Peking Union Medical College, Beijing, China. She holds a PhD in Nursing Leadership and has over 20 years of academic and clinical experience. Her research focuses on nursing education reform, leadership development, and interprofessional collaboration. Prof. Lin has led multiple national initiatives to modernize nursing curricula and is recognized for her contributions to nurse leadership advancement across Asia.

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