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Empowering future nurse leaders: integrating leadership training into undergraduate nursing curriculum in Pakistan

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Statement: In Pakistan, the role of nursing leadership is becoming increasingly vital in strengthening the healthcare system, particularly in public hospitals and community health settings. However, leadership training remains underdeveloped in many undergraduate nursing programs. This study aims to evaluate the outcomes of introducing a structured leadership training module into the Bachelor of Science in Nursing (BSN) program at a leading university in Pakistan.

Methodology: The study was conducted at the Aga Khan University School of Nursing and Midwifery, Karachi, involving 90 final-year BSN students. A 10-week leadership module was introduced, covering leadership theories, ethical decision-making, team management, communication strategies, and real-world healthcare leadership challenges. The students participated in interactive workshops, scenario-based learning, group presentations, and mentoring sessions with senior nurse leaders. Data were collected through pre- and post-module surveys, self-assessment questionnaires, and feedback from clinical supervisors.

Result: Post-intervention analysis revealed a 38% increase in students' leadership competency scores based on the adapted Nursing Leadership Assessment Tool (NLAT). Students reported improved confidence in delegation, communication, and decision-making. Clinical supervisors observed enhanced team coordination and professionalism among students during their practicum. Additionally, 70% of the participants expressed interest in enrolling in leadership or advanced practice nursing programs after graduation. The results indicate that early exposure to leadership training can significantly impact career aspirations and clinical performance.