

# Nurse Leadership Program

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## Activity Overview

Designed for nurses looking to enhance key leadership skills, the course includes a unique combination of evidence-based content, practical tools, insightful examples and structured application to move the learner from insight to action. This, coupled with the interactivity and collaboration with other nurses and skilled facilitators, creates a rich experience and provides nurse leaders with the mind-set, skills and confidence to lead in a manner that is authentic to who they are. The course addresses key challenges facing nurse leaders through a series of four modules: Leading Self, Leading Others, Leading Change, and Leading Organization.

## Target Audience

This activity is intended to meet the needs of new nurse leaders entering a managerial role.

## Learning Objectives

Upon completion of the educational activity, participants should be able to:

### Module 1: Leading Self

- Explain the concept of authentic leadership and how to build a leadership brand that effectively represents true self to others.
- Describe the value of a growth versus fixed mindset.
- Recognize that becoming a leader is a transition and discuss the habits, skills and behaviors that can best facilitate that transition.
- Demonstrate the use of collaborative communication techniques to form stronger relationships and build shared understanding.
- Explain the value of a leader's networks in developing the best solutions and the steps needed to build them effectively.
- Identify where energy gaps exist and list two tactics for building resilience and avoiding burnout.
- Discuss how leaders can model techniques that create a climate of mindfulness and choose one to apply in your practice.

### Module 2: Leading Others

- Recognize that people are motivated by a variety of factors and identify specific leadership strategies to foster exceptional employee satisfaction, engagement and teamwork.
- Apply a model of coaching that develops and supports employees through clear expectations, actionable feedback, and accountability to roles, responsibilities and team goals.
- Create clear and measurable goals and objectives and build clarity around priorities and accountability.
- Learn how and when to delegate and coordinate work in ways that will develop others while achieving desired results.
- List the attributes of highly effective teams and the steps to build and facilitate them.
- Explain the value of operating guidelines or ground rules, trust and psychological safety within the team environment and how to create them.
- Discuss how to plan for and conduct performance conversations that address problem behaviors or sub-par results, and develop performance improvement plans.

### Module 3: Leading Change

- Define VUCA and how the context of healthcare creates both challenges and opportunities for nurse leaders.
- Examine why change is hard for many people and techniques for overcoming psychological resistance to change.
- Identify frameworks for accelerating change for both individuals and organizations.
- Develop strategies for creating frequent and effective communication campaigns in order to sustain successful change initiatives.

### Module 4: Leading the Organization

- Define the elements and purpose of strategy and how it works in a healthcare setting.
- Explain the role in cascading and translating strategic plans through all levels of the organization.
- Describe how financial performance is planned, executed and evaluated and identify ways to positively contribute to business performance.
- Apply tools to work more effectively within matrixed environments.
- Illustrate how nurse leaders can collaborate and work effectively across boundaries.
- Discuss the concepts of positive politics and strategic persuasion, and techniques to use them as tools for effective collaboration.

- Outline what is expected of regulators and how leaders can ensure regulatory readiness.

### Criteria for Success

To obtain a certificate of completion, a score of 70% or better on the post-test is required. Please proceed with the activity until you have successfully completed this program, answered all test questions, completed the post-test and evaluation, and have received a digital copy of your certificate. You must participate in the entire activity to receive credit. There is no fee to participate in this activity. If you have questions about this activity, please contact AKH Inc. at [wendi@akhcme.com](mailto:wendi@akhcme.com).



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### Nurses

Credit being awarded: 24.0 ANCC contact hours

### Commercial Support

There is no commercial support for this activity.

### Disclosures

None of the planners or faculty for this educational activity have relevant financial relationship(s) to disclose with ineligible companies whose primary business is producing, marketing, selling, re-selling, or distributing healthcare products used by or on patients. All of the relevant financial relationships listed for these individuals have been mitigated

### Disclosure of Unlabeled Use and Investigational Product

This educational activity may include discussion of uses of agents that are investigational and/or unapproved by the FDA. Please refer to the official prescribing information for each product for discussion of approved indications, contraindications, and warnings.

### Disclaimer

This course is designed solely to provide the healthcare professional with information to assist in his/her practice and professional development and is not to be considered a diagnostic tool to replace professional advice or treatment. The course serves as a general guide to the healthcare professional, and therefore, cannot be considered as giving legal, nursing, medical, or other professional advice in specific cases. AKH Inc. specifically disclaims responsibility for any adverse consequences resulting directly or indirectly from information in the course, for undetected error, or through participant's misunderstanding of the content.