

Nurse Leadership Fundamentals

Program Brochure



Welcome to Nurse Leadership Fundamentals!

Nurse Leadership Fundamentals (NLF) is a 10-week, cohort-based program for new nurse leaders, designed to equip you with the essential people leadership and management skills needed for success in your role.

Who is This Program For?

NLF was designed for nurse managers new to their role at Providence. We recommend nurses participate between 6-18 months into their leadership role.

This program is offered through [Providence Leadership Academy](#) in an effort to develop highly capable, Mission-inspired leaders that bring about excellence in healthcare delivery in the communities we serve.

What Will I Gain from This Program?

During this program you will:





1. **Enhance your ability to lead yourself and your team**, communicate and lead change more effectively.
2. **Develop supportive professional relationships** with other nurse leaders across the system.
3. **Expand your financial acumen** and better understand productivity measures.
4. **Create a development plan** to enhance your professional skill and career goals.
5. Earn 27 hours of CME credits (upon program completion).

What is Included in This Program?

NLF focuses on leadership skills and topics essential to the role of a nurse manager, including self-care, development planning, productivity, process improvement, change management, unconscious bias, and more.

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Program-at-a-Glance

| Kick Off  2 half days of Virtual Live Instruction | Leading the Caregiver Experience 2 hours self-study and small group work <u>per week</u> + 90 min. virtual workshop | Capstone  1 half day Virtual Session |
|---|---|--|
| Day 1: Leading Yourself  <ul style="list-style-type: none">• Overview and Welcome• Leadership Styles• Emotional Intelligence Day 2: Leading Your Caregivers <ul style="list-style-type: none">• Art of Communication as a Leader• Coaching for Excellence• Managing Conflict | <ul style="list-style-type: none">• Module 1: Development Planning• Module 2: Self Care• Module 3: Unconscious Bias• Module 4: Financial Acumen for Nurses• Module 5: Live Forum• Module 6: Improving Performance• Module 7: Patient Safety/Error Reduction• Module 8: Leading Change Incorporating Group Learning + Activities | Capstone: Leadership Challenges  <ul style="list-style-type: none">• Learning Recap• Case Studies Integration• Celebration |

Modules 1-8
Ten Weeks with Virtual Instructor-led Sessions, Self Study, Cohort Group Activities, and Capstone Integration

What is Required of Me?

NLF requires approximately 40 hours over 10 weeks. There are 14 hours of live virtual instruction, with two-three hours a week of self-study, cohort discussion and project work.

We ask that you discuss this program commitment with your one-up beforehand to develop a plan that allows you to balance this with your other responsibilities. Scheduling time off, adjusting your work schedule, and/or delegating some tasks to other caregivers is essential to be successful in this program. This will ensure an optimal development experience while still meeting your other professional obligations.

What is the Time Commitment?

Approximately 40 hours over 10 weeks. There are 14 hours of live virtual instruction, with two- three hours a week of self-study, cohort discussion and project work.

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Sponsors and Guidance Team

- **Troy Larkin**, Executive Director Clinical Education, Oregon, LEAD
- **LeAnn Ogilvie**, Executive Director Clinical Education, Montana
- **Andrew Williams**, Senior Talent and Organizational Development Consultant

Delivery Team:

- **Cori Wilson**, Program Manager | Leadership Development

Testimonials from Past Participants

"Hearing what others are doing and hearing their strategies has been amazing! I walked away with multiple new strategies to use as a leader.

I feel my confidence has increased."

Javier Hernandez

System Clinical Nursing
Informatics

"I loved my small group and found it refreshing and a relief to hear that we all have the same anxieties and problems within our roles."

Alexandra Borsky

Nursing
Portland Medical Center

For additional information contact LeadershipDev@providence.org