



CURRICULUM OVERVIEW AND RESPONSIBILITIES

2008-2009 FOR EMPLOYERS

The Nurse Leadership Institute of Central Virginia (NLI) is an innovative community-wide Institute for 21 Fellows in 2007 and 30 Fellows in 2008. The Institute focuses on building management leadership skills in mid-level nurse managers from all sectors of health care – community hospitals, academic health center, public health, long term care and home health. One goal is to increase the management leadership capacity of nurse leaders. A second goal is to increase nurse retention by increasing the management leadership skills of nurse leaders. Outcomes of the Institute are (1) nurse leaders will have the skills and competencies needed to provide effective management in their agencies, (2) nurse leaders will participate in policy making and implementation thereby increasing their organizational influence, (3) nurse leaders will increase nurse retention in their home organizations and improve patient care outcomes.

At the conclusion of the Institute, Fellows will have (1) enhanced communication skills and ability to represent nursing and their organization in a variety of arenas; (2) new skills that support accountability for the outcomes of care and unit management, quality improvement, risk management, and interdisciplinary collaboration; (3) principles of ethical behavior; (4) staff retention will have increased and organizational measures of unit effectiveness will improve.

THE CURRICULUM:

The curriculum is based on the Kouzes and Posner model of leadership development and the Health Care Leadership Alliance Competency Model that was developed to assure that future health care leaders have the training and expertise needed to meet the management challenges of the evolving health care system. The Institute builds on the management knowledge and skills mid-level nurse managers receive through formal education and in-house training. Anticipated Institute outcomes include enhanced management and leadership skills of nurse managers, increased ability for nurse managers to participate in policy making and implementation, increased nurse retention, and improved patient care outcomes. Fellows will develop additional management knowledge, skills and abilities complementing investments in training and education that Fellows receive through formal education and in-house training. The curricular goals are to:

- Enhance communication skills to build effective leaders and managers;
- Examine models of effective leadership;
- Learn management theory and skills and their impact on the design and management of a nursing department;
- Analyze management situations related to nursing personnel, performance and productivity in the health care setting;
- Explore organizational and individual factors that influence Nurse leadership and administrative roles, with a focus on personnel performance, human, material and fiscal resources in a competitive institutional environment;

- Assess the quality of patient outcomes, integration of information technology, staff retention and the practical implications of various leadership styles on retention;
- Explore the relationships of clinical and administrative nursing roles and future practice models;
- Analyze the goals, structure, and outcomes of nursing organizations related to the goals of the larger institution;
- Provide exemplars of the relationship of local, state and national policy and health care delivery and the role of nurses in affecting these policies.

EMPLOYER RESPONSIBILITIES:

- Provide time off for quarterly face to face sessions and guide the Fellows in finding appropriate management coverage to assure that they can attend sessions;
- Assist in identifying and supporting the Fellows in the development of their leadership project,
- Identifying a mentor for each Fellow; and
- Pay tuition by August 15, 2008

FELLOW RESPONSIBILITIES AND AGREEMENT:

I agree to:

- Assure that my supervisor and employing agency support my participation by sharing Institute requirements and dates with them.
- Attend all on-site sessions
- Participate in the distance learning instruction sessions
- Work with and communicate regularly mentors and faculty
- Maintain regular email communication and check the NLI Extranet site website site weekly.
- Complete assignments and practice increasing my leadership skills.
- Enjoy this experiences and grow as a leader; and
- Assist in the identification of a mentor in my work setting.

In addition,

- I will hold confidential any sensitive information about other Fellows and their organizations that I learn in the course of the Fellowship but I can share information about the program and its curriculum. If I have a question about whether I can share information, I will discuss the issue with the CVNLI Faculty Coordinator.
- I understand that I will need Internet access to work on part of the curriculum.