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Nurse Manager Competency: Development Program Engages Leaders through Mentoring

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Nurse Manager Competency: Development Program

Engages Leaders through Mentoring

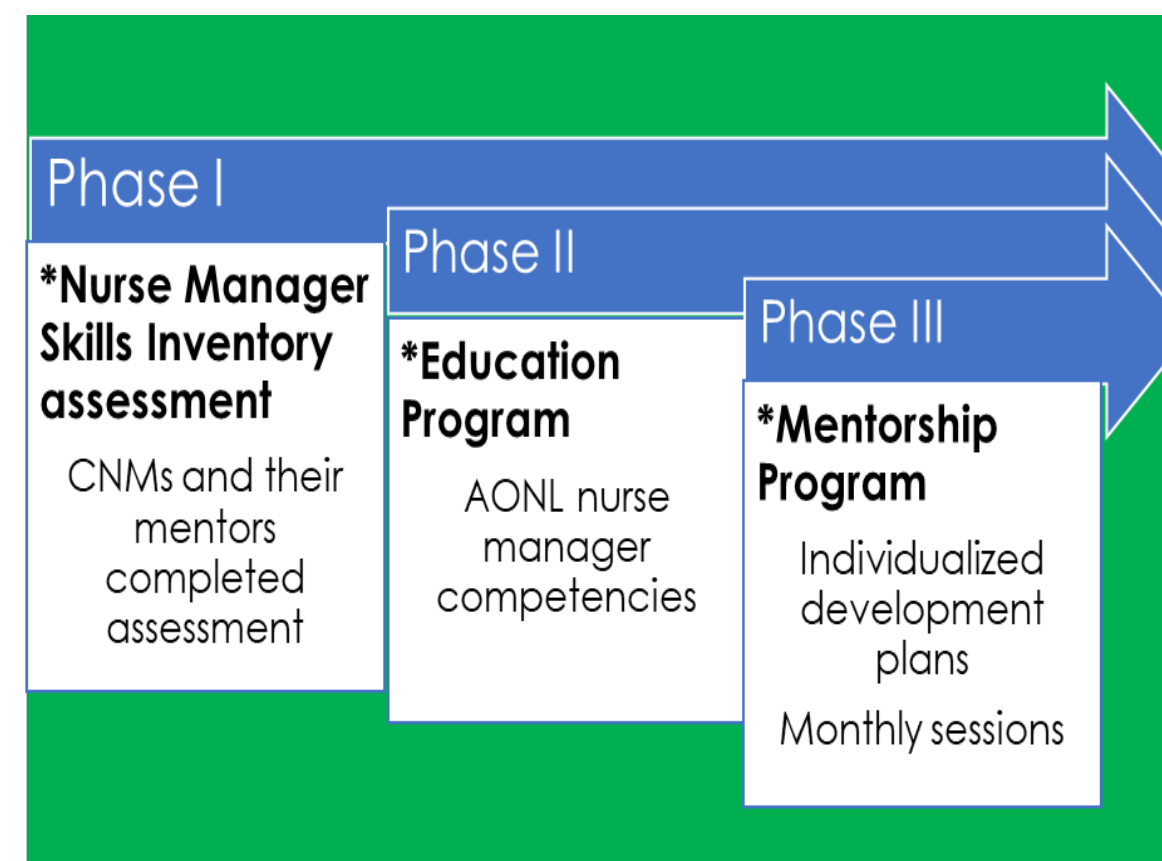
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Background/Significance

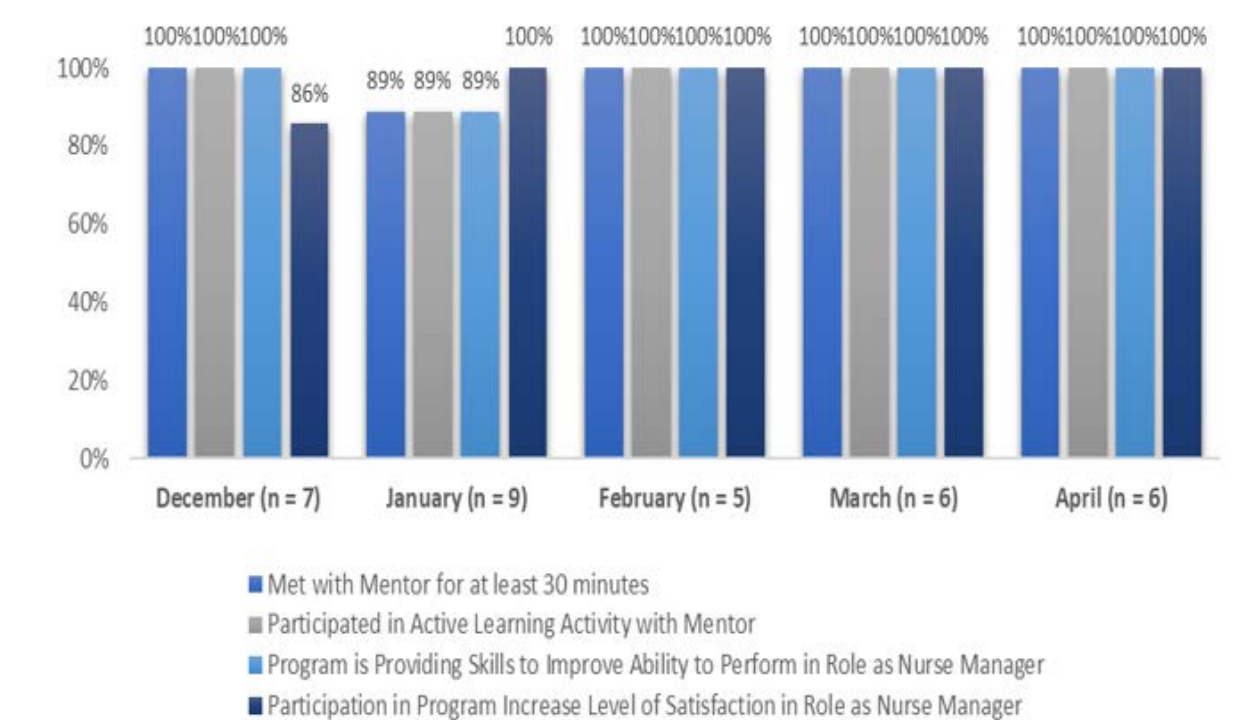
- Healthcare organizations have become more complex in the past decade and the Clinical Nurse Manager (CNM) role has become increasingly critical to achieving organizational goals.
- The impact of the CNM job performance plays a vital role in patient outcomes safety and quality care.
- Leveraging a Magnet® nursing culture and utilizing an evidence-based strategy, an innovative CNM Leadership Development Program utilizing mentorship was developed.

Methods



Results cont.

Monthly Survey on Program Activities and Satisfaction



Project Goal/Objectives



The goal of the innovative Leadership Development Program was to use an evidence-based strategy to identify and develop competencies and skills of CNMs through self assessment, education and mentoring. The objective was to increase CNMs satisfaction and confidence surrounding their role.

Results

- Wilcoxon signed rank tests were conducted to compare pre and post scores for each domain on the Nursing Managers Leadership Skills and Competencies Tool.
- Domains such as Financial Management, Performance Improvement, Strategic Management, and Career Planning all improved.**
- CNMs demonstrated a statistically significant improvement in Personal Journey domain.**
- All CNMs indicated satisfaction with the program.

Discussion/Conclusion

- It is vital that nurse executives evaluate the competency of their CNMs and advocate for programs based on these assessments.
- The project goal was met as the Leadership Development Program developed a mentoring culture and improved satisfaction, resilience, and confidence of the CNMs.

References available upon request

