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| **Day 1** **Pre-work****2 hours** | **Day 1****Leading Competency****4 hours** | **Day 2** **Pre-work****2 hours** | **Day 2****Planning and Decision Making Competency****4 hours** | **Day 3** **Pre-work****2 hours** | **Day 3****Standards, Accountability****Building Relationships** **Competencies****4 hours** |
| * Demographic survey
* Foundations online course
* LEARN enrollment
* Competency self assessment
 | **Nursing Excellence: Centura’s Journey*** 2014 Outcomes
* Nursing Dashboard
* Accountability to attain

Outcomes**Nurse Leader within a Magnet Organization*** **Professionalism**
* Role Expectations
* Role Transition
* Video: Lessons Learned

**Living Excellence: Creating****the Future Work Environment*** Shared Governance
* Nursing Excellence
* New Knowledge, Innovation

and Improvement* Quality and Safety Education for Nurses
* Nursing code of ethics
* Goal Setting/EBP
* **Integration of RBC concepts**

**Making the L.E.A.P.*** Take aways
* Prework Day 2
* L.E.A.P. Day I Resources
 | * Insights evaluator
* Print Insights handout
* Interview 3 staff nurses, ‘What makes a great nurse leader?’
* LEARN enrollment
* Complete Day 1 evaluation
* Lead a professional article discussion by Day 3
 | **The Evolving Healthcare Delivery System*** Accountable care organizations
* External market changes and impact on Centura’s future
* Values based purchasing
* What our satisfaction surveys are telling us
* Building the case for change in leadership priorities

**Insight into your leadership style** **and strength based decision making and problem solving****Institute of Medicine Top 8 priorities****Nurse leader scope of practice****Resonant leadership and impact on creating a culture of safety****Situational Awareness*** Communication
* Critical thinking
* **Integration of RBC concepts**

**Pre-work debrief** | * Complete LEARN patient satisfaction module
* Read HCAPHs article
* Find unit dashboard
* Talk with unit manager about unit dashboard
* LEARN enrollment
* Complete Day 2 evaluation
* Lead a professional article discussion by Day 3
* **Integration of RBC concepts**
 | **Patient Satisfaction****Culture of Patient****Safety****Evidence Based Practice** **Basics of****Performance****Improvement****Every Patient Every Time****Performance****Improvement Action****Planning****Fair and Just****Culture*** Red Rules
* Just Culture
* **Peer Review**
* **Integration of RBC concepts**
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| **Day 4** **Pre-work****1 hour** | **Day 4****Communication Competency****4 hours** | **Day 5****Pre-work****1.5 hours** | **Day 5****Developing People Competency****4 hours** | **Post Course Work****Course Totals****3 hours** |
| * Courageous conversations (MUSIC) online course
* LEARN enrollment
* Complete Day 3 evaluation
 | **Self Assessment****What calls for daring communication?****Some Communication Tools*** Review of “MUSIC” Prework
* “Pinch Process” Communication—It’s all
* about expectations
* “Insight” into your communication style—what
* role does your color play?
* AONE’s “Action Learning”

**Finding The Power of Your Voice****as a Nurse Leader*** Emotional intelligence at work in health care
* What is your EQ?
* Breaking the "Codes of Silence" that put our patients at risk
* Assertiveness vs. Aggression
* Influence and Persuasion
* Boundary setting and fair play in
* communication across all levels of the
* organization
* Policies and procedures
* Resources and support
* **Integration of RBC concepts**
 | * LEARN enrollment
* Choose a “Pinch” conversation:

Debrief with your manager* Complete Day 4 evaluation
 | **Map or Life Line: What is Coaching?*** Definitions: Performance
* Coaching vs. mentoring,
* precepting, supervision,
* counseling, executive coaching.
* Purpose and Scope of coaching
* Setting the foundation for
* Coaching

**Hiking the Trail: The Coaching****Conversation*** Coaching Skills
* Coaching Action Steps

**Trail Blazing and Orienteering:****Moving Forward with Self****Assessment and Professional****Development*** Assessing Self: Designing My
* Future
* Portfolio: Why, what and how
* Draft an Individual Learning Plan
* **Integration of RBC concepts**
* **Celebration and Graduation**
 | * Prepare a 1-2 page personal leadership essay and share with your manager or director
* Portfolio and Individual Professional Development Plan
* Complete Day 5 evaluation
* Complete post course competency self assessment

**Totals Info:*** Classroom time 20 hours
* Outside classroom time approximately 11-12 hours
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