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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 |