

Academic Nursing Leadership: The Best Days of Your Life

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AACN Master's Education Conference
Houston Texas, February 25-27, 2016



Average Ages of Nurse Faculty

| Master's Degree Prepared | | Doctorally Prepared | |
|--------------------------|------|-----------------------|------|
| • Professor | 57.1 | • Professor | 61.6 |
| • Associate Professor | 56.8 | • Associate Professor | 57.6 |
| • Assistant Professor | 51.2 | • Assistant Professor | 51.5 |

AACN, 2013-2014



February 2016

Career Link
American Association of Colleges of Nursing

Career Link is AACN's online resource dedicated to employment opportunities in nursing education. This month, over 60 positions at nursing institutions in 24 states are featured.



Best Days of my Life?

"I had a dream so big and loud, I jumped so high I touched the clouds"

- *What if your dream....
is to be a DEAN?*

American Authors (2014). Best day of my life (Album: Oh what a Life)



Leadership Readiness

- What does the literature say about leadership?
 - Develops over time.
 - Integrity and intelligence; able to think about systems.
 - Persistent; powerful.
 - Emotional intelligence.
 - Resilience.
 - Warrior mentality.
 - Work life balance.

(Balnchard & Ridge, 2009; Cline, 2015; Foltin, 2012; Henrikson, 2009; McBride, 2011; Kegan & Lahey, 2001)



Leadership Readiness *Authentic Leadership*

- Authentic Leadership Questionnaire (ALQ)
 - Developed 2007
 - Valid and reliable instrument to measure individual-level authentic leadership.
 - Use of four evaluation scales.
 - Self-awareness
 - Relational Transparency
 - Balance Processing
 - Internalized moral perspective

(Shirey, 2015; Shirey, 2006; Walumbwa, et al., 2008)

Self Awareness: ALQ -Identifying Personal Values

- Identify your top 5 personal values.
- Define these values.
- Where are your personal values in your current work?
- Where in your work are your personal values absent?
- What do you notice about your values-alignment or misalignment? (Murphy, 2015)



My Personal Values

“To handle yourself, use your head; to handle others, use your heart.” Eleanor Roosevelt

Values

1. Do the right thing.
2. Don't ask someone to do something you would not do.
3. Promote individuals.
4. Be fiscally responsible.
5. Need to be fair; every decision cannot always be equal.

Work Influence

1. Influence of outside pressures.
2. Have to be able to delegate; cant' do it all.
3. Mentorship and opportunities for faculty.
4. Ethical fiscal management.
5. Institutional policies

ALQ -Relational Transparency

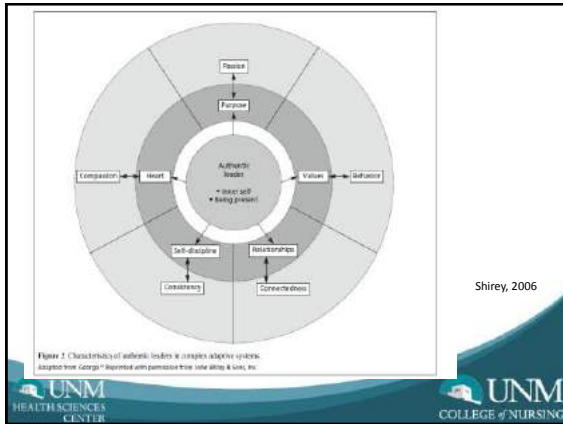
- Ability to present your true self when engaging with others. (Shirey, 2015)
 - Barriers
 - Cell phone
 - Computer
 - Where do you meet? Where do you sit?

Balanced Processing

- Objectively analyze the data before making a decision. (Shirey, 2015)
 - Pitfalls
 - Need a decision immediately.
 - Taking too long to make a decision.
 - Ignoring the qualitative data.

ALQ -Internalized Moral Perspective

- Ability for self-regulation of behaviors and aligning these behaviors with personal values. (Shirey, 2015)
 - Roadblocks to success
 - Tried, hungry, sleep!



Leadership in Academic Nursing Where do I start?

MENTORSHIP

- | | |
|---|--|
| <p>Internal Opportunities</p> <ul style="list-style-type: none"> • Course coordinator • Task force/committee member or leader • Section leader or Chair • Program Director | <p>External Opportunities</p> <ul style="list-style-type: none"> • Professional Organizations <ul style="list-style-type: none"> – Task force/committee member or leader – Officer • Community <ul style="list-style-type: none"> – Member or leader of a community or government board. |
|---|--|



Navigating the Present and Anticipating the Future

"Sometimes the task . . . is to make incremental improvements and to steer the ocean liner two degrees north or south. So that 10 years from now suddenly we're in a very different place than we were, but at the moment . . . people may feel like we need a 50-degree turn, we don't need a two-degree turn. . . . You just can't turn 50 degrees."

President Barack Obama – Marc Maron's WTF podcast, June 22, 2015



Leadership Position Negotiations

- Salary
- Administrative Component
- Workload
 - Totally administrative
 - Teaching and scholarship expectations
 - Grant writing
 - Strategic planning
 - Clinical Practice

Leadership & Conflict



Strategy for Difficult Conversations

- STOP
 - State the situation or problem
 - Tell the person what you want
 - Offer an opportunity to respond
 - Provide closure

Pagana, 2014

Challenges of Leadership

"To be "in charge" is certainly not only to carry out the proper measures yourself but to see that every one else does so too; to see that no one either willfully or ignorantly thwarts or prevents such measures. It is neither to do everything yourself nor to appoint a number of people to each duty, but to ensure that each does that duty to which he is appointed".

Florence Nightingale



Challenges of Leadership

"Sometimes your job is just to make stuff work"



President Barack Obama – Marc Maron's WTF podcast, June 22, 2015

Challenges of Leadership *Work Life Balance*

Maintaining Balance

"Leaning In" or "Leaning Back"



- What is the connection between work-life balance and leadership?
 - Mental well being
 - Need to support this sense of balance with faculty/staff
- Balance is fluid...ebbs and flows...
- "...making choices about how we spend our time that leads to a state of mental well-being" (Harrington, 2008, p.152)

Challenges of Leadership *Work Life Balance*

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Resources

American Association of Colleges of Nursing

- Leadership for Academic Nursing Program (LANP)
 - Applications due no later than midnight (ET) on April 1 2016
 - Scheduled for July 24-28, 2016 in Annapolis, MD
- Wharton Executive Leadership Program
 - Applications due May 13, 2016
 - Scheduled for August 8-11 – Philadelphia PA

Resources AACN

<http://www.aacn.nche.edu/leadership>

Leadership Development at AACN

Leadership development has been a core pillar of AACN's program and centers since the association's inception more than 40 years ago.

Programs by Levels of Experience

Experiential Educator (eligible as new or three years of experience in a role)

- AACN Effective Executive Leadership Program
- Executive Development for the ED/CE Series
- Success Stories
- New Leader Training Institute

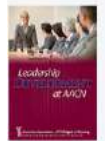
New Leaders (eligible as less than three years of experience in a role)

- Executive Development for the ED/CE Series
- Leadership for Academic Nursing Program (LANP)
- Success Stories
- New Leader Training Institute
- New Leader Mentoring Program
- New 101 Webinar Series
- New Leader Training Institute

Faculty and Administrators

- Executive Development for the ED/CE Series
- Executive Public Leadership
- Success Stories
- Leadership Mentoring

Leadership Development Brochure



Leadership Interest and Expertise Survey
Let us know your interests and we will link you with available leadership opportunities.

Sigma Theta Tau International

<http://www.nursingsociety.org/learn-grow/leadership-institute>

INTERNATIONAL LEADERSHIP INSTITUTE (ILI)

National Child Health Nurse Leadership Academy
Presented in National Child Health, presented with 10 weeks, 100 hours of professional development, progression to enhanced career practice and subject matters.

National Child Health Nurse Leadership Academy - Africa
Based on the success of South Africa pilot launched in November 2011, supported through a grant from the DfT, Foundation and Justice & Justice Campaigns Contributions.

Continuing Professional Development (CPD) Accredited
In partnership with the Royal College of Nursing, the ILI provides a range of CPD accredited leadership training for the health care sector and other sectors. Applications closed 3 February 2016.

Non-Faculty Leadership Academy
This program, presented with The Queen's Foundation, prepares non-faculty leaders to become effective educators and leaders.

Board Leadership Institute
Robert Carr, Director, leads in the Boardroom. The one-day Board Leadership Institute provides a forum to test and a formal and informal faculty.

CENTER FOR EXCELLENCE IN NURSING EDUCATION

Emerging Educational Administrative Institute
Designed for experienced faculty seeking to be administrators or those who aspire to that administrative position. Applications closing April 2016.

Faculty Professional Skills Development Program
Career and subject development for new and experienced nurse educators, utilizing a variety of interactive methods and on-line educational content.

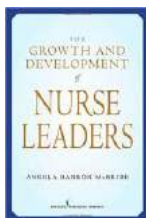
Faculty Professional Skills Development Program
Designed to assist faculty achieve career goals that lead to promotion as they learn, create and collaborate, network, and facilitate new concepts.

Workshop Leadership Program
Developed by experts in teaching and mentoring in education, innovative approaches to support retention, re-entry, and the mentoring relationship.

Engagement for the Faculty Leadership Institute
A 12-month leadership development experience designed for faculty with at least seven years of full-time employment in a faculty role. Applications closing April 2016.

Resources

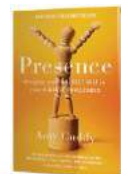
The growth and development of Nurse Leaders
Angela Barron McBride, PhD, RN, FAAN, FNAP



Leadership Resources

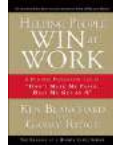
Presence -

Bringing your BOLDEST SELF to your BIGGEST CHALLENGES Amy Cuddy, PhD



Resources

Helping people win at work: A business philosophy called "Don't mark my paper, help me get an A". Garry Ridge and Ken Blanchard



Leadership Styles Lessons from Star Trek



Captain Kirk

- Never stop learning.
- Have advisors with different worldviews.
- Be part of the away team.
- Play poker, not chess.
- Blow up the *Enterprise*.

Captain Picard

- Speak to people in the language they understand.
- When you're overwhelmed, ask for help.
- Always value ethical actions over expedient ones.
- Challenge your team to help them grow.
- Don't play it safe- seize opportunities in front of you.

Personal Beliefs for Leadership Success



Academic Leadership: *The Best Days of Your Life* "I'm never gonna look back, Whoah, never gonna give it up"

"I hear it calling outside my window, I feel it in my soul"

American Authors (2014). Best day of my life (Album: Oh what a Life)

<http://www.bing.com/videos/search?q=American+Authors+Best+days+of+your+life&qt=+filterui%3amsite-youtube.com&view=detail&mid=F7B9F2956FD1BF674970F7B9F2956FD1BF674970&FORM=VRDGAR>

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