EMERGING NURSE LEADER PROGRAM

Program outline
VISION

ACN shaping tomorrow's nurse leaders.

MISSION

To support the recognition and development of leadership skills in early career nurses.

OUTCOMES

The Emerging Nurse Leader (ENL) Program is structured in stages that progress through individual, team, and profession foci. Throughout the three years of the program, ENLs will complete a Leadership Capability Workbook that documents their demonstrated leadership activities that correspond with the Health Workforce Australia (HWA) Health LEADS Australian Leadership Framework. In support of these activities, ENLs will complete a leadership skills inventory (LSI) and an Introduction to Leadership and Management (Graduate Certificate Unit). This preparation and professional development will establish a strong career foundation for further leadership development and activities. ENLs will also participate in ACN professional activities.

At the completion of this program participants will:

- have identified and have a greater awareness and understanding of their own leadership qualities, through self-assessment and 360 degree feedback
- have improved their leadership effectiveness
- have developed a social, ethical and professional understanding of contemporary health care environments to provide nurse leadership within the health care context
- have an understanding of the socio-political environment of nursing
- have an understanding of change mechanisms within the profession of nursing and health sector
- have an understanding of the development of nursing policy, research and education and its influence on the profession and broader health environment.

GENERAL BENEFITS

Each ENL is provided with an ACN email account to be used for correspondence as well as business cards for professional networking.

GENERAL REQUIREMENTS

Throughout the course of the ENL Program, participants are expected to maintain relevant employment* and conduct themselves at all times in a professional manner consistent with community expectations of the nursing profession. Ongoing engagement and active participation in program activities is also required, this includes completion of the ENL Leadership Capability Workbook. ENLs will undertake an annual review throughout the program in order to review current progress and set goals for further development.

* An extended period of absence will need to be considered individually by ACN in relation to maintaining currency within program deliverables and learning outcomes.
YEAR ONE: 3RD YEAR STUDENT

INDIVIDUAL FOCUS (Self-awareness)

The first year of the program will focus on the identification of leadership qualities and skills. Participants will identify their own potential leadership qualities and seek to recognise how these qualities may be utilized.

Key concepts
- Individual purpose/motivation
- Accountability/responsibility paradigm
- Personal values
- Goals
- Leadership styles

Leadership qualities will be identified through:
- completion of a professional development plan and portfolio on ACN’s Life Long Learning Program (3LP)
- funded attendance/active participation in ACN national event (forum/conference) and associated workshop event
- coaching sessions
  - suggested topics: Personality/leadership styles; professional conduct; CV writing.
- development of article for ACN publication/s
- attendance at a professional forum facilitated by ACN
- joining an ACN Community of Interest
- participating in ACN Region activities
- a leadership journal club and discussion forum (online)
- participation in ACN Nursing and Health Expos as an ambassador for the profession
- brief reflective summaries, produced twice annually (post conference/workshop and at the end of each year), summarising the personal growth and professional development experienced as a result of the event/broader ENL Program
- support and guidance with resume preparation and interview skills
- the completion of ENL Leadership Capability Workbook.

Outcomes
- Awareness of own leadership qualities.
- Increased awareness of professionalism of nursing.
- Greater self-awareness.
- Preparation for graduate year position.
YEAR TWO: GRADUATE NURSE

TEAM FOCUS (Awareness of influence on others)

The second year of the program will focus on identifying and analysing leadership qualities and skills. Participants will identify and analyse their own leadership qualities and how these qualities can be developed.

Key concepts
- Team values
- Perception
- Teamwork and conflict resolution
- Communication styles
- Coaching/managing/leading – SWOT
- Negotiation/influence

Leadership qualities will be identified and developed through:

- completion of LSI (Part 1) plus two individual coaching sessions
- development of article for ACN publication/s
- funded attendance/active participation in ACN national event (forum/conference) and associated workshop event
- a leadership journal club and discussion forum (online)
- the updating of a professional development plan and portfolio on 3LP
- coaching sessions
  - suggested topics: interpersonal communication; conflict resolution.
- shadow leadership group member in a Community of Interest
- submission of an abstract for conference
- attendance at a professional forum with an ACN representative
- participation in ACN Nursing and Health Expos as an ambassador for the profession
- providing informal mentoring support to 1st year ENLs
- brief reflective summaries, produced twice annually (post conference/workshop and at the end of each year), summarising the personal growth and professional development experienced as a result of the event/broader ENL Program
- the completion of ENL Leadership Capability Workbook
- participation in professional issues relating to representation and policy.

Outcomes
- Enhanced self-awareness within leadership context.
- Increased professional engagement.
- Established graduate in the nursing profession, capable of junior leadership roles.
YEAR THREE: LAUNCHING CAREER

PROFESSION FOCUS (Career and leadership vision)

The third year of the program will focus on developing leadership qualities and skills. Participants will develop their own leadership qualities and apply them to professional activities.

Key concepts
- Leadership and management
- Decision-making
- Problem-solving
- Motivation
- Innovation
- Representation

Leadership qualities will be developed through:
- completion of Introduction to Leadership & Management (ACN Graduate Certificate unit)
- completion of LSI (Part 2) plus two x individual coaching sessions
- active leadership involvement within a Community of Interest and/or Region
- funded attendance/active participation in ACN national event (forum/conference) and associated workshop event
- ACN representation with senior ACN member
- visiting the work environment of a nurse leader
- development of article for ACN publication/s – peer reviewed
- active participation in ACN policy work
- a leadership journal club and discussion forum (online)
- providing informal mentoring support to 2nd year ENLs
- coaching sessions
  - suggested topics: Action research; work/life balance; leadership vision.
- the completion of ENL Leadership Capability Workbook
- a final review

Outcomes
- Demonstration of early career nurse leadership qualities.
- Demonstrated experience in advocacy, professional representation and engagement.
- Development of knowledge related to nursing policy issues.
- Certificate of completion signed by ACN Chief Executive Officer and President.
SCHEDULE OF ATTACHMENTS

Attachment 1: Course outline for ACN Graduate Certificate in Leadership & Management
Attachment 2: Subject outlines for ACN Graduate Certificate in Leadership & Management
Attachment 3: ENL Leadership Capability Workbook
Attachment 4: Statement of ENL obligations and conduct