Emerging Nurse Leader program

2018 EMERGING NURSE LEADER PROGRAM GRADUATES
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What’s it all about?

The Australian College of Nursing (ACN) Emerging Nurse Leader (ENL) Program supports the recognition and development of leadership skills in early career nurses, empowering individuals with the opportunity to be the very best they can be and lead others with the same passion.

ACN recognises the potential of our future generation of nurses and strives to cultivate future nurse leaders by supporting potential nurse leaders through a program of personal and professional growth.

The ENL program is designed to help develop and engage future nurse leaders through vibrant, timely and progressive support from nursing’s pre-eminent professional organisation. Each successful participant will enter into a rewarding leadership journey where, with ACN’s support, they will grow in confidence and establish a strong career foundation and leadership direction.

So if you are looking for an opportunity to engage with other likeminded emerging nurse leaders, if you have a desire to not only be the best nurse you can be but also to be part of Australia’s nursing future through innovative change and positive leadership, then this program is for you!
With each new cohort of Emerging Nurse Leaders, we inspire a passionate group of early career nurses to develop their strengths as leaders of our profession. Indeed, nursing is an esteemed profession, and it is therefore imperative that for each new generation of nurses we provide avenues for growth and achieving excellence.

I am extremely proud of our ENL program, and the special opportunities it presents for nurses to build their self-confidence, extend their professional network and take their leadership skills to the next level.

The program is designed to support nurses both personally and professionally, providing valuable networking connections and empowering nurses to challenge themselves and move beyond their comfort zones.

This eBook highlights the 2018 ENL participants and celebrates their outstanding achievements. Throughout the year, participants embraced new opportunities to enhance their individual strengths and excel in their careers.

I would like to thank all our Fellows and Members who provided valuable guidance to ENL participants throughout the year by volunteering as mentors and sharing your wisdom and experience.

Congratulations to the 2018 ENLs for all that you have achieved. I wish each of you every success as you continue to rise to new challenges as part of your professional journey. I look forward to following your future achievements and supporting your engagement with ACN throughout your career.

Adjunct Professor Kylie Ward FACN

ADJUNCT PROFESSOR KYLIE WARD FACN
CHIEF EXECUTIVE OFFICER
What a year! As we congratulate and farewell our 2018 ENL graduates, I can’t help but feel so privileged and proud to have played a small part of your ENL program leadership journeys. Reading through your program reflections confirms for me the importance of a program like this. It is my hope that all the experiences, opportunities, networks and the friendships you have made will stay with you and continue to guide and influence your leadership well into the future.

There were so many highlights as I reflect on the year – meeting so many of you at the National Nursing Forum was a delight, hearing about how activities within the program have helped and supported your leadership development, some of you have changed career pathways because of your experiences, others have connected so well with ENL mentors and made life-long friendships.

Many ENLs have been appointed to Region and Communities of Interest leadership positions, taking a significant role in developing and progressing ACN engagement structures – which is no small feat – and of course we held our very own ENL discussion panel led by our CEO at the NNF called Next Generation Health Care – Millennials making the Difference in front of a national audience, just to name a few.

Your courage is always inspiring. Keep on learning, growing, reaching, achieving and leading – and remember we are here for you.

Thank you all for another great year.

Warmest wishes,
Stef
Being a nurse means being a leader. We believe all nurses, regardless of job title or years of experience, should inherently be leaders. By empowering nurses to embrace their leadership potential we can make change happen.
STAGE ONE
Participants focus on the identification of leadership qualities and skills. Participants identify their own potential leadership qualities and seek to recognise how these qualities may be utilised to enhance their professional learning.
I valued my experience as an ACN Emerging Nurse Leader for the opportunity it gave me to gain greater insight into the College and its impressive nurse members. I am particularly grateful to the program for introducing me to my mentor, who gave me tremendous insight and encouragement throughout the year. I feel emboldened to begin my career in the dual professions of nursing and midwifery, recognising the importance of empowering female leadership in all aspects of healthcare.

“The future of nursing lies in strong, articulate and compassionate leadership. As a newly registered nurse midwife, inspired by the work of ACNs experienced members, I look forward to contributing to the future of nursing, in all its diversity.”
On reflection, I can see that I have grown considerably over the nine short months of the ENL program, both personally and professionally... Attending the National Nursing Forum was the single most valuable event for me during the program. The endless possibilities that were showcased over the three days was mind-boggling and I left the Gold Coast feeling inspired and hopeful for my future as a Registered Nurse... All in all, I feel very blessed to have been a part of this program. I have been pushed out of my comfort zone and achieved many things that I am proud of. The ball is now rolling and I look forward to my continued growth and development.

“Wow, what an incredibly rewarding journey this has been... participating in career coaching helped me to create a career plan that suits me, my interests and my family life.”
Over the last nine months, I have had the opportunity to attend many networking and professional development events. I have also had the opportunity to present ideas, meet inspiring nurse leaders, be mentored by some incredible Fellows and Members of the College and have support to grow my own professional skills and knowledge. I have also been encouraged to participate in activities and engage with my university in ways I would not have done, had it not been for the ENL program... From these experiences I learnt the value of engaging with a professional body and the opportunities that are available to members if they wish to participate.
Participation in career coaching played a major role in my understanding of the graduate recruitment process, assisting me in tailoring my application to my area of interest, and preparing for the interview process. My coach’s vast experience recruiting and interviewing grads provided me with insight into what skills and experience I should emphasise in my application, and what recruiters will be looking for when they review my submission. The coaching was incredibly humbling, and made me reconsider my own goals, aspirations, and priorities when applying for graduate positions. As an undergrad nursing student, it can be difficult to assess what recruiters want from graduates, and what their expectations are of us during our grad year. My coach greatly eased my worries, and also created some more questions for me to ask myself in the meantime.

“Attending the National Nursing Forum was the highlight of my time as an ENL. Being surrounded by like-minded individuals as a cohesive cohort of professionals was both humbling and inspiring. The networking opportunities were vast, expanding my perspectives and shifting my perceptions.” 

Kelsey Evans MACN
Laura Keldoulis MACN

“This year, the Emerging Nurse Leader program has become a tool that I have utilised to develop skills and grow both personally and professionally… As an emerging leader I have strived to become the most competent nurse that I can be and take pride in developing my professional knowledge and skills.”

The ENL program has provided me with many invaluable opportunities to become a capable leader in the future. It has encouraged professional engagement, mentorship, professional development and self-reflection. It has opened many doors and provided me with not only professional growth but great enjoyment, friendship and mentorship that have made this year one to remember. Although this year is complete, I will strive to continue and improve upon all of these domains throughout the next year and throughout my nursing career.
The program has changed the way I view problems, which has caused a more holistic thinking process. As opposed to considering how an event or idea might relate me, I consider how the event or idea relates to others; how it can empower others to reach their own leadership potential, how events are organised and managed, and how events and ideas can lead to the benefit of individuals and their communities. The ENL program has helped with some essential fundamental nursing skills that will help prepare me for a dynamic graduate nursing program, such as time management, organisation, delegation, teamwork, capacity to follow others, decision making and critical thinking. The program has given me a sense of purpose to continually refine my leadership skills as a nursing student, and I wish to carry these skills and momentum into my graduate program next year to apply these skills in a clinical environment.

“Being able to engage with a wide range of people within my university setting and the ACN community has significantly heightened my personal and professional growth. It has provided a supportive platform to think outside the box and not to be scared to pursue opportunities that I would not have dreamt about a year ago.”
Lead nursing into the future

Join our tribe!

Australian College of Nursing is your nursing support network.

We help our members be the best they can be by keeping them informed, connected and inspired.

By bringing together thousands of extraordinary nurses we build a strong, collective voice for nursing and command the respect and recognition our profession deserves.

MEMBERSHIP PERKS

NETWORK
and engage with like-minded nurses on our online platform neo.

CONTRIBUTE
to health care discussion and shape and influence government policy to make a real difference.

BOOST
your career through our complimentary online CPD courses and Professional Portfolio as well as CPD courses and graduate certificates at a discounted rate.

STAY UP-TO-DATE
with, and contribute to, news and articles affecting the profession through ACN’s publications.

RECEIVE
exclusive event invitations and discounted registration rates for ACN’s signature event The National Nursing Forum.

ACCESS
the Katie Zepps Nursing Library, the ACN archives, EBSCO and other nursing databases.

BENEFIT
from partner offers, such as discounted Guild professional indemnity insurance.

REPRESENT
ACN at professional and government forums and build your profile as a nurse leader.
EMPOWERED TO GROW

STAGE TWO
Participants focus on identifying and analysing leadership qualities and skills. Participants identify and analyse their own leadership qualities and how these qualities can be developed to positively influence their own and others’ professional growth.
As an ACN student member I was inspired by many nurses I met at the National Nursing Forum in Melbourne in 2016, especially by my mentor who encouraged me to step out of my comfort zone into research. The ENL program provided me with guidance in the form of an experienced mentor, a supportive ENL program-coordinator and many interactions with knowledgeable and kind nurses in the ACN tribe. I am grateful that I can look forward to the next stage in the ENL journey and a structured program which will challenge me to reach higher, dig deeper and make the most of very opportunity to learn, engage and make a difference within the great profession of nursing.

“Being able to encourage and inspire student and novice nurses has been a privilege, especially as some of them are now embarking on their own ENL journey.”
“...through self-reflection and communicating with like-minded people through the ENL program, I have developed my ability to hold myself and others accountable to my now clearly defined goals and in turn I have become confident in evaluating my own progress.”

Through the support of the ENL and ACN network of innovative forward thinking nurses, I have found strength in asking the questions to change the status quo, and felt confident in reaching out to members of the healthcare journey to develop collaborative networks geared towards improvement of processes. The domain ‘drives change’ clearly identifies the capabilities that we as nurses should harness to build efficient and effective healthcare systems geared towards patient centred care.
My ENL journey has allowed me to find my voice. It has allowed me to meet like-minded and incredible early career nurses and given me the opening to engage with senior professionals, something without the program I am doubtful would have occurred. A big message I have taken away is that my professional future is in my hands, I will drive opportunities and growth through my decisions and actions. I find comfort in this, knowing that I am my biggest obstacle but also my biggest asset and supporter to allow me to reach my capacity and capability as a Registered Nurse.

“I was fortunate to be a moderator during the National Nursing Forum. Surprisingly to myself, I felt comfortable in this role, which gave me insight into my capability. I was proud to be a nurse, I was proud of myself for stepping outside my comfort zone and I was proud to have the opportunity to be part of the ENL program.”
Hosting the International Nurses Day breakfast for a second time gave me a great platform to discuss ACN’s work and what it is like to be a part of a wider community. I was also able to share my ENL journey so far with other nurses on the ward and hopefully I have inspired some to pursue their own ENL journey… Engaging with those in high level nurse leadership is one of the most rewarding experiences that the ENL program allows. This type of collaboration, between new practicing nurses and those with more experiences will be what helps the nursing profession develop, especially as more young nurses are taking up leadership roles.

“Participating in ACN activities at a local and national level gave me a great sense of community and allowed me to connect with like-minded individuals.”
Ultimately, self-leadership underpins clinical leadership and throughout the year my immense commitment to professional skill and knowledge development has made me a stronger advocate for the needs of my patients… The framework of the ENL program has helped me to analyse my beliefs, values and attitudes, to understand the way my personal human experience impacts upon my clinical care and can be harnessed to improve patient outcomes… I have been encouraged and supported to take advantage of opportunities that have been presented to me to share my knowledge and passion for improvements in health and in healthcare. Giving workplace presentations, mentoring undergraduate students, organising local health promotion events, and being a public representative for ACN have all helped to build my confidence as a professional while helping me to help others in the process.

“The ENL program has supported my self-leadership development and helped me to maintain my capability for practice by giving me the tools and the support to understand my own value as a novice nurse, to develop and improve weaker areas of my practice, and to create positive change within my work environment.”
The activities I have undertaken in the Professional Engagement domain have enabled me to connect with a wide network of experienced nurses. I have participated in a number of ACT Region networking events, including social events and walking groups organised as part of the NurseStrong campaign. As an early career nurse, meeting fellow nurses from different hospitals, different fields, and different levels of expertise has broadened my perspective on the variety of career pathways available within the nursing profession. I have also been struck by the commonalities in the challenges faced by nurses across different healthcare settings, and found it almost therapeutic to discuss some of my personal challenges with people from outside my own workplace.

As a new graduate nurse, it is easy to be consumed by the day-to-day challenges of becoming proficient in the various clinical skills required to perform my role effectively. The ENL program is valuable as it encouraged me to think beyond my immediate role and spend time developing other skills (such as communication, advocacy, policy, and research skills) that will hopefully stand me in good stead to grow into an effective and capable nurse leader.

“The ENL program has been a huge support to my professional development. The program has encouraged me to see the bigger picture of the nursing profession, and to extend upon the knowledge and skills gained in my formal studies.”
Through participation in the ENL program I have been again afforded the opportunity to create new networks and enhance existing networks with other ENLs and clinicians from diverse backgrounds. I am still inspired everyday by the people that I meet with and even more so when I actually get to work with them... Stage 2 of the ENL program has offered me new insights into the type of leader that I am now, but more importantly, what type of leader I want to become in the future. Through my studies and networking I have identified people that I believe will be beneficial to my journey and also I have developed new friendships within the ENL group.

“I have had the pleasure of being recognised for my participation in the ENL program at various events and I am proud to be able to explain to people what I do, what the program is about and to endorse it to a potentially new group of ENLs.”
EMPOWERED TO REACH

STAGE THREE
Participants focus on developing leadership qualities and skills. Participants develop their own leadership qualities and apply them to professional activities.
At the completion of ENL 3, I am feeling more empowered, not just individually, but as an active member of the greater nursing community. In addition, I continually feel grateful and proud to be part of the ACN community.

I am gaining confidence in influencing change, developing a professional voice and decision making. The key themes that emerged from the activities completed were to know your values, seek opportunities and act with integrity.

“The ENL program has complimented my journey and assisted to refine my goals by keeping me connected to networks of likeminded people, assisting to make career decisions, developing mentoring skills, and providing me with opportunities to channel motivation and inspiration into action.”
As this was my second year doing the ENL program, I felt it was important to build on the skills that I have learnt. I thought that I could do this by becoming the Communications Coordinator of the Brisbane Region. This position has led to many opportunities representing ACN at events such as the Advanced Practice Education event and the Passionate about Practice Symposium. These events provide ways to engage with new members and I enjoyed talking about my experiences in the Emerging Nurse Leaders program... My biggest achievement in this program so far would have to be the networking event that I organised with the Brisbane Region Leadership team. The communications coordinator role has helped me gain further connections in the region. On reflection, I am proud of what I have achieved this year and hope to continue my leadership development in the future.

“The ENL program has provided me with numerous opportunities to connect, engage and reflect on my leadership and I will be forever grateful for the amazing connections I have made through the program.”
I was fortunate to recently attend a talk hosted by the Resilience Project, which made me reflect on the importance of gratitude, empathy and mindfulness to enhance mental wellbeing. From this I challenged myself to be grateful and appreciative of my achievements, whilst also maintaining humility... I now take the time to stop and remember that it is more advantageous for me to focus the majority of my attention on building my strengths to stand out as a leader in the nursing profession. As such, I am trying to develop my big picture thinking, and my ability to act as a visionary. I see myself as an idealist, and this is an asset when designing projects or initiating new ways of operating. Despite the challenges of this year, I am optimistic about future years and feel fortunate to have been granted the opportunities that I have had.

“I am feeling as though I have built more trust in myself. Not only have I tried to build my skills and knowledge in paediatric nursing, I have also tried to build my character throughout the past nine months.”
My active participation with ACN and the ENL program has given me the chance to step up and challenge myself through opportunities for growth, learning and exposure to nursing leaders. I firmly believe that regular connection in professional representation is important for professional growth.

As nurses we never practice alone, even those in independent practice are still part of a bigger community, and each time we interact with a patient we are representing the nursing profession. Improving and extending my knowledge on the roles of nursing leaders has been a focus for me this year.

“I feel I have seized every opportunity I can to develop myself as a professional. I have made some truly remarkable connections and friendships with dynamic people as a result of my association with ACN, and my engagement with the ENL program.”
In summary, this year of ENL has been a great building block from last year. I was able to consolidate and refine skills I had learnt or observed. At the beginning of the year I set goals to stretch myself, really push myself out of my comfort zone. My goals were to start my column, host an ACN event or workshop, gain a formal leadership role and decide what direction I want to take my clinical nursing and learning in... ENL 2018 has allowed me to explore the other side of nursing and realise that my clinical journey is not going to be a straight line and I might not ever find an area that I will 100% love or last for ever in.

“The ENL program forced and guided me to make tough and important decisions, problem solve for solutions and helped me become a formal leader. I am very proud of what I have achieved this year in the program and hope ACN is proud to call me an ENL and a representative of ACN.”
The two key domains that I enjoyed the most were the Professional Engagement and ACN Member Mentoring for ENLs Program. The Professional Engagement domain allowed me to step a bit more out of my comfort zone. I became involved within many events that actively highlighted and promoted the nursing profession. I saw myself hosting a local International Nurses Day breakfast, attending ACN roadshow events, profession mixers, and attending the National Nursing Forum on the Gold Coast… Participating in the ENL program has been extremely beneficial. It has been a year of growth, learning and increased valuing of the amazing profession that is nursing.

“This year I have opened myself up to possibilities I couldn’t have imagined 12 months ago... It has been a jam-packed year with much learning and consolidation.”
The opportunities for networking during the program are invaluable. From regional events, ENL specific events to the National Nursing Forum, I always utilise the experience to expand my network. The program has given me a platform and structure to grow my own nursing network. The program has been a wonderful opportunity for self-exploration, and to increase self-awareness and encourage bravery to step outside my comfort zones and strive higher in my nursing career.

“The ENL program has given me the opportunity to explore my own leadership strengths through formal learning, engagement with regional leadership activities, networking and mentoring others.”
STAGE FOUR
Participants focus on developing leadership qualities and skills. Participants develop their own leadership qualities and apply them to develop capacity in their teams.
Overall, I can honestly say my outlook on my professional career has dramatically changed during my time in the ENL program. The ENL program has given me the courage to address aspects of my career that I didn’t enjoy, it has given me the network and tools to proactively change my situation and has given me a refreshed perspective of where I would like to progress from here. I also believe the ENL program has improved my ability to provide holistic, evidence based patient care. I would recommend the ENL program to any new nurse in their early career. The ENL program has completely changed my perception of what is important in my professional practice. I have learnt that self-motivation can sometimes be reflected in seeking guidance, I have learnt that being engaged in a broad professional network can maintain my enthusiasm and interest in health care, I have learnt that professional goals should focus on both the short term and the long term, and I have learnt that innovation in nursing comes in many forms. To summarise, the ENL program has given me the tools to be the type of nurse I would have once aspired to!

“The ENL program has assisted me in identifying barriers in my capacity to demonstrate leadership, improve my ability to engage patients and peers, set goals and achieve them in a designated time frame and drive a culture of change in my clinical environments.”
My main reflection from my time as an ENL is the realisation that there is no typical nurse leader, and in particular, busting the misconception that a career in management is the only way to instigate change. In fact, it is important for the nursing profession to have different nurse leaders with different passions, personalities and experience. Practically, being accepted into the ENL program and the activities and reflections that have come with it have given me more confidence to start instigating change. Now when I see a problem in my workplace or even in my profession as a whole, I don’t sit and wish someone would do something about it – I have started acting myself and bring like-minded people on board. This is an outcome of the ENL program I am grateful for and hope to sustain and grow throughout my nursing career.

“Overall, I am thankful for the opportunity to reflect on my practice and my future as a nurse and I think that this year as an ENL will prove in the future to be one of the most formative in my nursing career.”

Belinda Clough MACN
The learning opportunities in Chairing the Northern Territory Central Australia leadership group have been daunting and excellent. I feel I have a lot to learn in this area and hope that as time goes by and I gain the experience and skills I need to be effective in this important role... I look forward to completing my studies and moving into a more permanent position where I can put some of the theoretical knowledge I have learnt throughout the ENL program to good use. While I have found the ENL program more difficult this year, I also feel that I have moved to a ‘deeper’ level of learning. This has been very worthwhile.

“I have an ability to help other people to see what is possible for them and what they could potentially become involved in to their benefit and everybody else’s.”

Emma Bugden MACN
As my career is progressing I am becoming aware of other important aspects of nursing that I should be looking into to make me a well-rounded nurse. This was also evident through my new focus on education of staff in the workplace. I have been acting as a clinical nurse now for over a year and now have nurses coming to me to address issues... I have gained a lot from the ENL program this year. The main point I have taken on board is reviewing the principles of leadership and implementing them wherever I can. I will take these forward in my nursing career and continue to grow and contribute to the nursing profession.

“Throughout the year I mostly focussed on personal growth and professional development. It was a successful year and I was presented with a High Achiever Award”.

Hannah Smith MACN
Attending the National Nursing Forum was one of the highlights for me. It was exciting and encouraging to have such great conversations with so many influential nurses from various backgrounds and places. It was also great to catch up with fellow fabulous ENLs scatted all over Australia who are passionate, inspire and motivate fellow nurses to sustain and improve patient outcomes. The ENL program was an excellent program that unleashed my spark within and now I raise my voice to say that I’m proud to be a nurse and will strive to influence others to accomplish common goals.

“The ENL program provided me great support, skills and knowledge for me to connect to not only local nurses and nursing students but also nurses and students from overseas. I had a wonderful experience in meeting people and also connecting people, which allowed me to share insights and exchange great ideas.”
The ENL program offered a comprehensive approach towards leadership development. First and foremost, it opened a huge network of experienced and established leaders and colleagues to connect and exchange ideas... As an Emerging Nurse Leader, I have learnt to remind myself every morning to keep my focus on securing absolutely the best outcomes for patients and staff. That helps me prioritise tasks and gather courage, stamina and strength to lead.

"After engaging in so many leadership activities, I am starting to grasp how dynamic the concept of leadership is. It’s about the process of growing, learning continuously, and influencing, empowering and striving for excellence tirelessly.”
This year I set out the personal goal of stepping up and stepping out to further push my comfort zone boarders, and I believe that is exactly what I have done.... I believe through my participation I have been self-aware of my own learning, growth and development. I have engaged with other nurses within the profession. I believe I am accountable in order to achieve positive outcomes within my practice and involvement, and further I am driven to make change in innovative engagement of events.

“The experience of participating in the program was extremely positive and beneficial, personally and professionally...I believe what you put into the program is what you get out of it and that is exactly what I did. I believe this year I achieved more than I ever could have imagined.”
STAGE FIVE

Participants focus on developing strong leadership qualities and skills. Participants continue to develop their own leadership qualities and apply them to leading organisational change.
The program has facilitated my ability to make a difference and achieve outcomes... Key concepts I have developed during the program include thought leadership, influence to lead within the profession as well as leadership management. Key highlights of the program include attending the National Nursing Forum and attending local ACN events. This has given me the opportunity to network with many like-minded people... This program has empowered me to facilitate change and lead innovation in healthcare. The ENL program has been an invaluable experience to my professional growth and development.

“The mentorship from an experienced ACN member has been invaluable to my professional development. Regular mentorship and feedback enabled me to develop in the leadership domains as well participate in leadership activities.”
Alongside completing face-to-face activities, I also completed a range of webinars and professional development online courses I wanted to learn more about. These ranged from interviewing skills, types of leadership within a workplace and looking into root cause analysis. These short courses became very useful as I am currently working on getting involved in the root cause analysis at my workplace... I ultimately want to improve my practice and promote the safety of others.

“I was able to attend the National Nursing Forum at the Gold Coast and attend several sessions that I am passionate about. I got involved in activities and learnt a great deal from speakers also passionate about a particular area of nursing.”
Could you be one of our next Emerging Nurse Leaders?

ACN’s prestigious Emerging Nurse Leader (ENL) program empowers current and future nurse leaders to achieve their goals and aspirations through personal and professional development. Entry to the program is merit-based and all program benefits are supported by ACN.

Head to www.acn.edu.au/enl to find out more and register your interest.

PERKS OF THE PROGRAM

- 12 month ACN membership
- ENL mentoring program
- Invitations to exclusive ACN events
- Full registration for the ACN National Nursing Forum
- Networking with high profile nurse leaders
- Opportunity to build a profile within the profession