



## EMERGING **NURSE** LEADER PROGRAM

# 2019 EMERGING NURSE LEADER PROGRAM GRADUATES



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# Intro

The ENL program helps participants develop their leadership skills and confidence through unparalleled access to high profile nurse leaders, mentoring, career coaching and professional development opportunities.

Through the ENL program, participants are able to:

- Identify their own leadership qualities
- Hone their leadership confidence and effectiveness
- Develop a social, ethical and professional understanding of contemporary health care environments
- Understand the socio-political environment of nursing
- Understand the development of nursing policy, research and education and its influence on the profession and broader health environment

*“Every nurse is a leader and regardless of their title or breadth of experience, has a pivotal role to play in improving global health care. By providing them opportunities to realise their potential for leadership, we can achieve health care for all.”*

# CEO welcome



**ADJUNCT PROFESSOR KYLIE WARD FACN**  
CHIEF EXECUTIVE OFFICER

At the Australian College of Nursing (ACN) our mission is to advance nurse leadership to enhance the health care of all Australians and the Emerging Nurse Leader (ENL) program is testimonial to that commitment. I am proud of the initiative, diligence, perseverance and discipline our emerging nurse leaders have put in as participants of this aspirational program. They have taken every opportunity to learn, network and discover something new about themselves and it has been a pleasure for me and for their mentors to watch them grow into confident nurse leaders, inspiring others to follow suit.

As with every cohort, the 2019 ENL program participants were empowered to build leadership skills through mentoring programs, opportunities to engage with high-profile nursing leaders, invitations

to prestigious events at regional and national levels, and much more. Emerging Nurse Leaders graduate with strong and impressive reputations and connections locally and nationally. The ACN ENL program is acclaimed industry wide and our graduating ENLs enjoy career acceleration, applying all their knowledge and experience.

I would like to thank our Fellows and Members who volunteered as Mentors, Coaches and Reviewers and provided guidance and constant encouragement to the participants throughout their journey. Please join me in congratulating each of them as they embark on their nursing careers with a fresh perspective, a wealth of knowledge and confidence and a renewed passion for our profession.

# ENL COORDINATOR INTRODUCTION



**STEFANIE DOSEN**  
EMERGING NURSE LEADER COORDINATOR

To our 2019 Emerging Nurse Leaders, thank you for another great year and congratulations!

It has been my absolute pleasure and privilege to support you throughout your ENL journeys. We at ACN remain committed to nurturing the future generation of nurse leaders by offering this prestigious program. I am humbled to meet the talented and passionate individuals attracted to this program each year and I am always assured that the future of nursing is in good hands.

Although each of your experiences in the program are unique, there are common themes that always stand out from year to year. You have been challenged both personally and professionally, had the opportunities to step outside your comfort zones and gained confidence along the way. You have made incredible networking

connections along with lifelong ENL friendships. It may not have always been smooth sailing, but it's both the good times and the challenges that make for a wholesome learning experience. Looking back, you should be proud of your many achievements.

This ENL Graduate eBook is our way to congratulate you and share your experiences with others. Your reflections are inspiring, they will no doubt encourage readers to question their leadership and hopefully, motivate them to apply to this program.

Relish in all you have gained from this experience and continue to learn, grow, reach, achieve and lead. I wish each of you every happiness and success for the future, and we look forward to continuing to support you throughout your careers.



## EMERGING NURSE LEADER PROGRAM

# 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.

The opportunity to become an ENL is an exclusive benefit for ACN members and the program is offered free of charge to successful applicants.

Head to [www.acn.edu.au/enl](http://www.acn.edu.au/enl) to find out more

### PERKS OF THE PROGRAM



Career  
coaching



ENL mentoring  
program



ACN Leadership  
workshops



Full registration for  
the ACN National  
Nursing Forum



Networking with high  
profile nurse leaders



Opportunity to build  
a profile within the  
profession

25.03.20





# EMPOWERED TO LEARN

## 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.





## Madeline Lam MACN



### HIGHLIGHT

Representing ACN at the ACN Nursing & Health Expo

The ENL program has transformed the way I think about my nursing career. Adding the program to my final year of study was a challenge but it gave me the confidence and determination to do my best.

In fact, I believe that it gave me a boost during the process of graduate year applications and interviews because it showed my willingness to seek opportunities outside of the norm. I was also able to represent ACN at the Nursing & Health Expo in Melbourne.

The opportunities to network and meet like-minded individuals that I received through the program – such as at the NNF – were valuable as they opened my eyes to so many potential career pathways.

The program also paired me with a fantastic mentor who helped me create a long-term plan for my career. The ENL program is the best possible start for early career nurses and I for one will carry these lessons with me forever.



## Lauren Talbot MACN



### HIGHLIGHT

Engaging in discussions on leadership

By participating in the ENL program, I gained the invaluable support to pursue whichever career pathway my nursing degree takes me on. I learnt that although I may choose a non-traditional nursing leadership pathway, I have the support from fellow ACN Members to delve into

the streams of nursing that interest me the most: IT, research and informatics.

I was also able to participate in engaging discussions about nursing leadership, what makes a good nursing leader and how to equip myself on the journey to becoming a leader in the nursing profession.



## Alexandra Hawthorn MACN



### HIGHLIGHT

Honing personal and professional leadership skills

Reflecting on where I began as a student nurse up to the graduation of this program, I feel I have come leaps and bounds. Without it, I would not have had access to such an exceptional network of nurses. These nurses with varying degrees of knowledge, insight and years in practice have provided me with the opportunity to debrief, learn more about myself and explore the various fields of nursing I may not have been exposed to.

Throughout this year, my various mentors and buddies helped to develop my leadership skills both in nursing and outside of it. They have also included me in their projects and allowed me to learn through them. I cannot wait to tackle what may be my most challenging year both personally and professionally with a group of mentors and buddies that will help guide me through!



## Naomi Freese MACN



### HIGHLIGHT

Access to CPD courses

The ENL program was extremely beneficial in my transition to practice from final year student to graduate registered nurse. It allowed me to access Continuing Professional Development (CPD) courses and mentors, and network with a range of nurses from around Australia. The support from course coordinators was welcoming and the course was a great addition to

my resume on applying for graduate jobs. It complemented my university studies and gave me exposure to the world of nursing leadership and a chance to reflect on my practices.

I urge anyone in final year looking for a challenge to apply for the program, it was a wonderful journey.



## Melissa Haydock MACN

### HIGHLIGHT

Mentoring program



Being part of the ENL program was an invaluable experience. The program assisted me in facilitating personal and professional growth, uncovering resilience and strength that I was unaware I possessed.

The career coaching was particularly insightful – it opened possibilities of pathways I had yet to consider and

provided me with a wonderful coach who went above and beyond to ensure I was supported. Of further value was the mentoring program which enabled me to reach out to an experienced nurse and receive invaluable advice and guidance. I have developed confidence and gained a network of like-minded colleagues through this program.



## Melinda Goode MACN

### HIGHLIGHT

Being on the Next Gen panel discussion at NNF



My ENL journey pushed me out of my comfort zone and allowed me to grow. The opportunity to work with, learn from and be mentored by incredible nurse leaders has been invaluable. My career coach invested a lot in my growth and development, which has given me confidence heading into my new career as a nurse.

Attending and participating in the NNF was a highlight for me. I was blown away by the

passion and dedication for the profession shown by all that attended. It was an honour to be able to network with such amazing people. Participating in the Next Gen panel discussion at the NNF was equal parts exhilarating and terrifying!

I am so excited to continue the momentum the program has given me and see what I can achieve in 2020.



## Erin Mercieca MACN



### HIGHLIGHT

Presenting at Victorian Healthcare Week

The ENL program has given me a wealth of opportunities and experiences that have allowed me to advance my nursing practice. ACN has provided me with support and encouragement to step out of my comfort zone. As an ENL, I have been able to network with inspiring nurse leaders, moderate a concurrent session at the 2019 National Nursing Forum (NNF), speak at the Victorian Healthcare Week, and write for The Hive.

I am grateful for my supportive mentor who guided me with her wisdom and encouragement this year. The ENL program has encouraged me to grow both professionally and personally and has given me a platform to voice issues affecting student and early-career nurses.

I have been able to engage with and learn from highly accomplished nurses and I feel privileged to be a part of such a dedicated profession.



## Rachel Ferris MACN



### HIGHLIGHT

Mentoring program

The mentoring program helped me realise my niche within the nursing profession and led to me gaining a graduate position in paediatric care. After learning about the wide-ranging research nurses undertake at the NNF, I became interested in further education opportunities and am now pursuing an Honours project in the area of primary health, focusing on adolescents and young people.

Being involved in a national community of like-minded people was humbling, and realising the full scope of the nursing profession, from participating in clinical settings to policy writing, was a motivating experience. I am excited to take the skills I have developed into my career as a registered nurse.



## Nick Hayward MACN (Undergraduate)



### HIGHLIGHT

Unlocking potential through the ENL program

It has been an inestimable privilege to be part of the ENL program in 2019. Over the year, I have learnt to take ownership of my potential and take advantage of the myriad of opportunities provided by ACN and its wonderful Fellows and Members.

Being part of the program has allowed me to leverage the experiences of all the nurse leaders I've had the privilege of meeting, unlock my potential and fuel my passion for building, engaging and leading teams in the pursuit of just and compassionate care.

It was confrontational too – I have been constantly humbled, encouraged to face my weaknesses, dissect them and put myself back together to be the best I can be. I have met people I never thought I would have a chance to meet. I have been awed by the accomplishments of nurses who were invariably self-effacing in person – and quick to remind me that we all started somewhere.

It's been a fantastic year and I am excited to make my start in 2020 Year of the Nurse & Midwife!



# 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.





## Kirsten Parker MACN

### HIGHLIGHT

Networking at the NNF



The ENL program has provided me with an incredible support network of nurses at all different stages of their various careers. These connections and life-long friendships have enabled me to share my trials and triumphs over the year.

It has been incredible to be surrounded by like-minded nurses who are excelling in their careers. The program provides an indispensable platform for its participants to build and broaden their professional and personal skills in a variety of settings.

This year, being connected with a highly approachable, respectful and nurturing mentor has been the most beneficial aspect of the program for me. To have this experience so early in my career has been a blessing. The NNF was another highlight for me – it was so refreshing to be surrounded by a community of nurses who respect the millennial voice. The discussions were open and inclusive, and young nurses were fostered and empowered. It has been nothing less than a privilege to call myself an Emerging Nurse Leader for 2019.



## Alexandra Kung MACN

### HIGHLIGHT

Working with WA Region Leadership team



The ENL program has encouraged my personal and professional development in my first year as a registered nurse. I have received some amazing opportunities to engage with the nursing profession, some of the highlights being the NNF this year and involvement with the WA Region Leadership team.

The program has complemented my journey through the graduate program and thanks to the support of the ACN tribe, I now feel far more confident as a nurse to advocate for both my patients and colleagues. The exposure I have received

throughout the program has allowed me to be part of something bigger than just my immediate workplace; it has allowed me to engage with and learn from the nursing profession across Australia.

Meeting nurse leaders and sharing new ideas always invigorates my passion for what I do. My journey has enhanced my leadership capabilities and my ability to support others, but it has also highlighted how much more I could do to reach my potential, and that continues to motivate me.





# Make 2020 the year you invest in your nursing career

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membership@acn.edu.au #ACNtribe





# 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.



## Suzanne Volejnikova-Wenger MACN



### HIGHLIGHT

Engaging with new areas of nursing influence

How do you measure improvements in your nursing practice? Who holds you accountable and encourages you to stretch further than you thought you could reach? Who supports and mentors you in your professional and personal development? All these questions have one answer: the ACN ENL program.

This year, I completed Stage 3 of the program. Despite the challenging year, I continue to be inspired, gain new skills and establish valuable professional

connections. With support from my ACN mentor I worked through the heart-versus-head notion of 'real' nursing and embraced education and research. I wasn't very familiar with areas of nursing influence such as health policy, politics, promotion and economics but the program helped me engage with these topics.

Being part of a tribe to make our nursing voice heard is another vital part of this great program. It benefits you and your nursing practice, wherever you might be.



## Nick Nijkamp MACN



### HIGHLIGHT

Getting involved with International Nurses Day

The ENL program has been amazing. Over the course of the year, I have learnt so much, not just theoretical but practical as well. The program enabled me to find my confidence and my voice, which has opened so many doors for me. Stefanie and the ACN team do an amazing job of supporting students through the program

and being there when you just need someone to talk to.

The highlight for me was getting involved with International Nurses Day at my local hospital. This was an amazing opportunity to network and meet my colleagues and executives.



## Lucy Osborn MACN



### HIGHLIGHT

#### Chairing the Next Gen COI

The year of 2019 has been a whirlwind of learning and development. I have had the opportunity to engage with a great mentor. We share experiences, discuss my ideas and how they can be put into practice.

I have continued to write my column on *NurseClick*, *The Scrubs that Fit* – I've written 11 this year – and I'm becoming more confident in sharing my nursing journey. Being the Chair of the Next Gen Community of Interest (COI) has helped me hone my leadership skills and together with other members of the leadership team, the COI has ensured a strong presence and

delivered great events including our stream at the 2019 NNF.

I have attained the goals I set for myself and thanks to the program, I have surpassed my own expectations. I'm enjoying my time reflecting on the achievements of 2019, using this momentum towards an even better year in 2020 (if that's possible).

Importantly, this year I recognised some of my weaknesses and plan to take up activities to address and overcome these, to ensure that my nursing and leadership skills are to my best potential.



## Amelia Simpkins MACN



### HIGHLIGHT

#### Moderating a session at the NNF

This program has challenged me to step out of my comfort zone and made me realise that I have expertise, I am a leader! It has all the positives. I am a more rounded and considered leader from the experiences I have had as an ENL. Say 'yes' to everything and figure

the rest out later has been a mantra throughout this journey.

The experience has been amazing, from moderating a session at the NNF to stepping into a quality improvement project.



## Laura Wright MACN

### HIGHLIGHT

Expanding my professional network



The ENL program provided the framework for me to grow both personally and professionally this year. Every task I took up challenged me to get out of my comfort zone in a very educational manner.

Presenting at a conference improved my confidence, arranging events and activities improved my resilience, and the networking involved made me aware of, and expanded, my professional connectedness. I met several fascinating

people during this journey, and their stories have inspired me to get involved and stay aware, as we frontline staff have the ability to drive change.

I think the most valuable lesson of the program was: Professional pride, eagerness to learn, a good mentor, willingness to collaborate and determination to promote positive change – that is what makes a leader.



## Tammie Breneger MACN

### HIGHLIGHT

Networking with clinicians, researchers and leaders



Ongoing participation in the ENL program affords me the opportunity to network with a plethora of amazing clinicians, researchers and leaders in the nursing profession. I get the greatest amount of personal and professional fulfillment from engaging with my ENL peers, attending events such as the NNF and knowing that

we are making a difference every day to the profession and most importantly, our consumers.

I love being able to take the latest research and practice back to my workplace and continue to advocate for professional excellence.



## Luke Yokota MACN



### HIGHLIGHT

#### Chairing the Men in Nursing Working Party

The past nine months as an ENL have been amazing. I have been humbled by the experience. It was a massive year, with more growth than the year before and 2020 seems even more promising.

Looking back, I spoke at national events, travelled internationally discovering new ideas and innovations, had the opportunity to mentor student nurses, chaired the national Men in Nursing Working Party, contributed to ACN publications,

networked with world-class nursing leaders and forged many new friendships.

By grabbing opportunities to speak up and lead, I've learnt more about myself and discovered strengths I didn't know I had. I enjoyed the exposure to politics, advocating for change and being a role model to so many. After all, we should all be the change we wish to see. I am privileged to be part of this tribe and look forward to next year.





Australian College of Nursing

# 2020 YEAR OF THE NURSE & MIDWIFE

*Champions of change*

**Know an inspirational  
nurse or midwife?**  
*Give them a shout-out!*

To celebrate 2020 Year of the Nurse & Midwife  
we have created a virtual Inspiration Wall.

Head to [acn.edu.au/2020inspiration](https://acn.edu.au/2020inspiration) to read the  
heart-felt messages and add your own story

28.02.20



Australian College of Nursing

#YearoftheNurseAU

#ACN2020Celebrations





# EMPOWERED TO ACHIEVE

## 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.**





## Catelyn Richards MACN



### HIGHLIGHT

Honing leadership skills

To me, leadership is defined by the commitment we make to serving our communities. It's in the moments where we are challenged to stand by our integrity, and to act with courage. Over the years the ENL program has shown me the influence that great leadership has across the

nursing profession. The College has always valued me as a professional, and is a place where I'm not turned away for being 'too young'. As a result, I've been able to develop as a leader, and am thankful for the opportunities I have been given.



## Prachi Javalekar MACN



### HIGHLIGHT

Inspiring someone to join ACN and the ENL program

I was thrilled to receive High Achiever award for my very first ENL program and privileged to have another opportunity to participate in the program second year in a row.

The ENL program offers a unique opportunity to develop strong leadership that is at the crux of transforming health care. Through it, I was also able to present at state and national level seminars.

During Stage 5, I continued my leadership journey to empower others to become

change agents. I mentored and coached fellow nurses to own the improvement opportunities around them, lead, advocate and innovate to turn those opportunities into sustainable outcomes.

I became aware of my influence when my fellow nurse became a member of ACN and successfully applied to be a stage 5 ENL this year. With 2020 being the Year of the Nurse & Midwife, I will continue to utilise nursing as a strong vehicle to achieve high quality, just and equitable health care.



## Jodie Louise MACN

### HIGHLIGHT

#### Attending the NNF



During the ACN ENL program I pushed myself far out of my comfort zone to improve as a nurse. I found many professional connections, mentors and challenges along the way, that have helped me grow professionally.

I learnt that you can make a tremendous impact from an informal leadership position as well as formal leadership. The ENL program led me to continue with my master's program which helped me realise

my passion for teaching. Doors have continued to open for me and I even found my dream job thanks to the program.

Attending the NNF – meeting nurse leaders, learning about the work that's being done in our country and overseas – was the highpoint of the program for me. The program has been invaluable to my professional growth as a nurse, teacher and as a leader.



## Ariela Rother MACN

### HIGHLIGHT

#### Creating connections within nursing



Reflecting on my 3rd year of the ACN ENL program, it really has given me a lot of perspective and guidance on what my next steps in nursing leadership will be. The ENL program has given me the confidence to use my leadership potential to develop positive change as well as

create long lasting connections within the nursing profession. I am so grateful to have been part of the program for three years and I cherish the incredible opportunities I have had and will have as a result of the program.



## Madeleine Van Hunnik MACN

### HIGHLIGHT

Being published in *The Hive*



The 2019 ENL program was a wonderful opportunity to expand my understanding of change management, collaborate with peers across the country and participate in both mentoring and being mentored.

Two highlights, of many, from this journey included working with undergraduate nurses to provide career advice and to publish my first article in *The Hive*. The article discussed how leadership impacts

the graduate workforce, a subject I am passionate about.

It was a rewarding experience to work with undergraduate students and mentor them through their transition into the nursing profession. I would recommend this journey to anyone wanting to grow, learn and join a cohort of nurses who are genuinely invested in the future of our profession.



## Tiffany McKay MACN

### HIGHLIGHT

Discussions on peer-reviewed articles



I was filled with a sense of pride and achievement when I got accepted for the ENL program for 2019.

It took me a while, but the challenge commenced when I realised what we completed was entirely up to us. I enjoyed the online forums and discussions, particularly the peer-reviewed articles put up for discussion. It was interesting and thought-provoking to read where other participants worked and hear

of their journeys. I volunteered for as many activities as I could, because they enabled me to do so many things for the first time, things that made me step way out of my comfort zone and instilled confidence in me.

I appreciated the networking aspect of the activities, especially at the NNF in Hobart. ACN has re-ignited my passion for the profession.



# EMPOWERED TO LEAD

## 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.



## Kazuma Honda MACN

### HIGHLIGHT

Promoting ACN and Nursing Now



The ENL program has giving me fantastic opportunities and experiences throughout my journey this year.

Last year, I was ‘empowered to achieve’ by understanding my unique leadership capabilities. I have always aspired to create a bridge between Australian and Japanese nurses and this year, I was able to make that dream come true. This year, I was truly ‘empowered to lead’ a global activity in May, when I embarked on a cultural exchange to Japan. I visited universities

and hospitals to raise awareness about ACN and the global campaign, Nursing Now.

For me, the highlights were being profiled on the local radio and meeting Japan’s political leaders. It’s the ENL program – and consequently this Japanese nursing adventure – that allowed me to gauge the interest of possible future educational and cultural exchanges between the two countries. I am thankful for the wonderful experiences the program has given me.



## Lauren Jorgensen MACN

### HIGHLIGHT

Working with the Melbourne Region team



The ENL Program and ACN have provided me with many learning and networking opportunities. Highlights of my journey included attending the NNF in Tasmania and being involved with the Melbourne Region team, assisting in organising and being involved in local team events.

The program has opened my eyes to the bigger picture that is nursing and the vast opportunities available. I was continually inspired by the College and its Members. The program allowed me to help others and in turn develop and improve as a professional. I am truly grateful to have had this opportunity.



## Amanda Weissgerber MACN



### HIGHLIGHT

#### Mentoring program

The ENL program, along with the 2019 NNF in Hobart, was a fantastic opportunity to hear from industry leaders, meet with other community and aged care nurses.

This program came at an opportune time for me, when I began a new role at a private Home Care and NDIS Provider in Adelaide. As the only nurse on the team, my role was to set up systems and processes relating to clinical matters, as well as train our team of Cert III Support Workers in the community.

I have been inspired by my mentor, who is a great thought leader in innovation and change. We have had great conversations about upcoming changes in our industry and the direction of future trends. I am gaining confidence in influencing change and look forward to the ongoing partnership with ACN to lead in our workplaces, our profession and collectively stand for those we are caring for.



# Applications for the 2021 ENL program intake are now open

The ENL program is a 'points-based certificate' which means that successful applicants are required to complete a range of activities in order to earn points.

- To achieve a Certificate of Completion participants must gain 150 points
- To be presented with a High Achiever Award, participants must earn in excess of 250 points

Applications for the 2021 program intake will close at 11:59pm on Sunday 26 April 2020. Applicants will be notified of the outcome of their application in early September 2020. Successful participants will commence the program on 1 October 2020 and complete the program on 30 June 2021.

An ENL Graduation Ceremony will be held at the ACN National Nursing Forum in August 2021 to celebrate participants' successful completion of the program.

If you require further information or assistance to complete your application form, please email [leadership@acn.edu.au](mailto:leadership@acn.edu.au).









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