



MID-CAREER NURSE

LEADERSHIP PROGRAM

The Mid-Career Nurse Leadership Program will enhance the **capacity and capability** of registered nurses to **strongly influence** organisations, team cultures and practices.

It is designed to **challenge** registered nurses who are **passionate** about advancing their career, giving them confidence in their ability to **lead change** in a rapidly reforming environment through the development of redesign and change management skills.

Suitability

The Mid-Career Nurse Leadership Program is suitable for registered nurses who generally have more than six years of professional experience and have worked in leadership roles within the health or aged care system where they are responsible for leading change, managing staff and/or organisational and business planning.

To be accepted into the prestigious program applicants must demonstrate they have leadership abilities and are passionate about advancing their career and making a difference.

Program delivery

The program will run over a six-month period commencing in February 2020 with a five-day face-to-face workshop.

Following the workshop the participant will be supported with six months of learning sets and coaching while they complete their project or quality improvement initiative. There will be opportunity for the participant to publish their work through ACN publications.

Program objectives

On successful completion of this program, nurse leaders will be able to:

- demonstrate an understanding of the health and aged care systems in Australia and articulate the regulatory framework for the nursing profession
- outline the health challenges of the 21st century and provide examples of how nursing is leading the way in meeting these challenges
- lead health workplace cultures through innovation, redesign and change
- apply the fundamentals of management to the workplace
- demonstrate nursing leadership in developing high performing teams that have a culture of success and achievement
- identify key factors when evaluating effective workplace performance and patient care
- demonstrate self-awareness and resilience that empowers them as a nurse leader.

Program modules

1. Nursing leadership and strategy
2. High performing teams leading and managing quality improvements
3. Clinical governance
4. Human resource management and communication
5. Health economics and financial management

Fees

This course is valued at \$5,500. At this time, ACN is extending two special offers for our members and Affiliate* organisations:

- **ACN members:** gifted a 10% discount, bringing the course fee to \$4,950
- **ACN Affiliates (*Platinum, Gold and Silver):** gifted a 10% discount, bringing the course fee to \$4,950
- **Non-members:** \$5,500
(be sure to contact membership@acn.edu.au should you wish to become a member)

Nightingale Challenge

As the lead organisation for Nursing Now Australia, ACN is proud to support the Nightingale Challenge, which aims to have at least 20,000 young nurses and midwives, aged 35 or under, benefiting from leadership and development training in 2020. Head to acn.edu.au/midcareer to find out how to get involved.

How to apply

The applicant must complete and submit the following elements of the application process to leadership@acn.edu.au:

- an up-to-date curriculum vitae (CV)
- a letter of support from the applicant's supervisor outlining their ability to complete the program within the required timeframe.

Selection criteria

All applicants seeking to participate in this program are required to meet the following selection criteria:

- be currently registered with the Nursing and Midwifery Board of Australia (NMBA)
- have a minimum of six years' postgraduate experience or be able to demonstrate an ability to influence organisations, team practices and/or cultures

- be able to demonstrate leadership qualities in nursing and/or the health or aged care systems
- have an ability to complete the program work during the six-month period.

The selection committee will assess applications and make their decision based on the information provided in the submission materials only.

Completion of the program

Successful completion of this program is determined by the participant demonstrating the following:

- active participation in master classes (including pre-reading)
- participation in action learning sets and coaching
- submission of written work demonstrating completion of a project/quality improvement initiative in line with the program modules.

Plus one or more of the following:

- participation in research and/or publishing on key nursing issues
- representation of the nursing profession
- demonstrated public speaking and presentation.

What is the outcome of successfully completing this program?

The participant will be recognised as completing the Mid-Career Nurse Leadership Program delivered by some of the most senior nursing leaders in Australia. They will receive 36 hours towards their CPD requirements.

When the participant completes this program with ACN they will automatically become part of our dynamic, inspiring and talented alumni community. As an alumni participants can access a range of benefits and services.

More information

If you have any queries regarding the program please feel free to contact leadership@acn.edu.au.