



## COMMUNITY OF INTEREST: NEXT GEN

# The future of Australian nursing leadership

**Next generation nurses are the future of Australian health care and the Next Gen Community of Interest (COI) believes that with proper support and education, every early career nurse has a bright future. This articles contains information on next generation nursing leadership and the Next Gen COI, from the perspective of the Next Gen COI leadership team.**

### Next Generation Nursing Leadership

Generation Y nurses – those born after 1980 – are making up an increasing proportion of the nursing workforce. Therefore, it is vital the next generation of nursing leaders establish a strong collective voice.

As a COI, we frequently hear that nurses are unsure about where to look for leadership opportunities, often being told they are too junior or inexperienced to make change happen.

As a starting point, we have created a diagram which outlines just two different pathways we took to become part of the Next Gen COI leadership team. We constantly engage in continued professional development and attend conferences to further extend our learning, but these pathways are the key milestones of our journeys so far. The diagram also shows how our leadership experience aligns with our clinical careers.

It is important to remember leadership can take many forms. As a next generation nurse, you can show leadership by stepping outside of a clinical setting and experimenting with new and different ways of leading. You can also continue learning every day and encourage others to do so too. Make sure your learning is FUN!

### The Next Gen COI

The Next Gen COI brings together like-minded individuals who are creative, diligent, resourceful and resilient in promoting the health care rights of all individuals.



The COI supports your needs through *neo*, our online engagement platform. You can post comments in our public forum or message our leadership team privately. If we can't help directly we can point you to a resource which can.

Our mission statement as next generation nurses is that it is vital that we develop our identity as leaders and drivers of change in our future Australian health care system.

### 10 vision statements to achieve our goals

1. Raise awareness on the current and future health care context and issues
2. Create a sense of identity and belonging for 'next gen' nurses
3. Promote scholarly discussion around topics relevant to the 'next generation' of health care
4. Develop position statements on contemporary issues impacting on the 'next generation' of nurses
5. Work alongside the Australian College of Nursing to inform workplace sustainability
6. Facilitate discussion and opportunity for policy development and representation for 'next gen' nurses
7. Develop networking opportunities for members of the Next Gen COI
8. Advocate for leadership opportunities for members of the Next Gen COI
9. Facilitate change that will impact upon the next generation of nurses
10. Support and give confidence to each member to develop into competent clinically nurses and nurse leaders

**For information on how to join our COI, visit [www.acn.edu.au/membership/coi](http://www.acn.edu.au/membership/coi)**

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## WHAT DOES A 'NEXT GEN' JOURNEY LOOK LIKE?

Each pathway is as unique as the nurse embarking on it. Here are our key milestones to date.



LUCY

Studied Bachelor of Nursing at University of Southern Queensland

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Worked as a Student Ambassador and Student Relationship Officer at USQ

Became a USQ Nursing Student Representative

Went on a University Study Tour to the Cook Islands and presented at an international conference in the Solomon Islands

### LEADERSHIP

Connected with ACN region key contact and created more mentor relationships

### CLINICAL

Accepted into graduate program at Princess Alexandra Hospital

### LEADERSHIP

Encouraged to apply for ACN's ENL cohort

### CLINICAL

Commenced graduate year in adult surgical and emergency

Attended first ACN National Nursing Forum in Melbourne and was encouraged to apply for the ENL program

Became a surgical ward nurse

Accepted into ACN ENL cohort

Gained accreditation in ALS, cannulation and other procedures

Accepted into the ACN ENL cohort

ENL created opportunities to create change in my workplace and region

Participated in leadership events and activities

Applied for NICU/ HDU in new state

Attended ACN National Nursing Forum

Accepted new position and loved how challenging Neonates were after working with adults

Completing ENL Program

Met Lucy and amazing cohort of ENLs

Met Ariela and amazing cohort of ENLs

Applied for a job sharing position in pediatric emergency and NICU

Took up leadership positions including Brisbane Region's Communications Coordinator and Next Gen COI Secretary

Became involved with Next Gen COI

Up-skilling in both NICU and emergency

Applied and accepted for a leadership position

### Acronyms

ENL: Emerging Nurse Leaders

ALS: Advanced Life Support

NICU: Neonatal Intensive Care Unit

HDU: High Dependency Unit