

# Leadership Skills Development Program

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## Program Goal

To provide leadership skills to aspiring, emerging, and current frontline pediatric nurse leaders.

## SPN Program Facilitators

- Program Lead – Tina Spagnola, MSN, RN, NE-BC, NPD-BC – SPN Director of Programs
- Various subject matter experts according to topic

## Expected Outcome

- Participants in the Leadership Skills Development Program will report that their leadership skills have enhanced their ability to perform in their workplace.

## Objectives

- Demonstrate leadership skills in their practice by integrating new skills or strategies
- Integrate new experiences into their professional and leadership development
- Encourage diversity in leadership roles

## Target Audience

Aspiring, emerging, and current frontline pediatric nurse leaders

- Leadership years of experience 0-5 years

## Program Outline

- Interactive 12-month course.
- Seven, 60-minute live sessions over the 12 months.
- Video and microphone computer access to fully participate in Zoom meetings/interactive webinars.
- The cohort has a minimum of 7 people and a maximum of 20 people.
- Participants complete pre-work which may consist of the following:
  - Pre-reading
  - SPN Leadership Podcasts

- Additional assignments as determined by the subject matter expert.
- Participants are expected to participate in live interactive webinars, adhere to the timeline, and engage with the program leader to fully complete the program.
  - Pework is to be completed before the live session.
  - Live session attendance is required to fully benefit from the program and receive contact hours.
- Throughout the duration of the program, participants will select and develop a leadership project under the guidance of a championing leader within their organization.
- Completed project showcased at SPN's Annual Conference via poster presentation and/or podium session.

## Program Cost

- Cost to participants
  - \$250.00 Member
  - \$325.00 Non-member

***Please note:*** SPN does not provide refunds of program fees after the initial start date of the program.

## Expectations

- Participants are expected to participate in all classes and complete all session pre-work and evaluations.

## Measurement of success

- Pre- and post-leadership skills self-assessment
- Pre- and post-assessment of the learner by a leader in their organization
- Follow-up survey regarding leadership opportunities
- Project/goal achieved
- Certificate of completion
- 7 + NCPD contact hours awarded.

Sessions Scheduled	Subject Matter Expert	Pre-Work Due Date	Interactive Webinar Date
<b>January</b> – Orientation	Tina Spagnola, MSN, RN, NPD-BC, NE-BC	N/A	Wednesday, January 7 – 12:00 p.m. PT; 2:00 p.m. CT; 3:00 p.m. ET
<b>January</b> Developing Self-Leadership (review leadership styles, determine self-leadership style, establish self-leadership goals)	Jessica Moody, MSN, RN, PED-BC	Friday, January 9	Wednesday, January 14 – 12:00 p.m. PT; 2:00 p.m. CT; 3:00 p.m. ET
<b>February</b> Change Management (understand components of change management processes and leading change)	Brandi O'Dell, MSN, RN, CPN	Friday, February 21	Friday, February 28 – 12:00 p.m. PT; 2:00 p.m. CT; 3:00 p.m. ET
<b>March</b> Activity: Review projects and project management tools	Tina Spagnola, MSN, RN, NPD-BC, NE-BC		Friday, March 20 – 12:00 p.m. PT; 2:00 p.m. CT; 3:00 p.m. ET
<b>April</b> Developing Financial Acumen around budgeting, costs, and payer mix (reviewing budget terms and various types of budgets)	Melodie Davis, DNP, RN, CNP	Thursday, March 26	Tuesday, April 7 – 12:00 p.m. PT; 2:00 p.m. CT; 3:00 p.m. ET
<b>May</b> Communication (active listening, encouraging direct and open discussion, effective feedback, initiating difficult conversations, and understanding and communicating expectations)	Rhonda Cooper, MSN, RN, NEA-BC	Monday, May 18	Thursday, May 21 – 11:00 a.m. PT; 1:00 p.m. CT; 2:00 p.m. ET
<b>June</b> Leading effective teams (developing teams, teamwork, and collaboration, motivating and engaging staff)	Maureen Fitzgerald, EdD, MSN, CPN, CNE David Jack, PhD, RN, CPN	Thursday, June 4	Tuesday, June 9 – 12:00 p.m. PT; 2:00 p.m. CT; 3:00 p.m. ET
<b>July</b> Activity: Work on the project			
<b>August</b> Emotional intelligence (recognizing and positively managing emotions in yourself and others)	Ashley Arehart, MSN, RN, CPN	Thursday, August 13	Tuesday, August 18 – 10:00 a.m. PT; 12:00 p.m. CT; 1:00 p.m. ET

<b>September</b> Activity: Work on the project			
<b>October</b> Just culture (Framework for how to integrate just culture as a leader)	Stefanie Tanner, MSN, RN, CPEN	Wednesday, October 14	Tuesday, October 20 – 10:00 a.m. PT; 12:00 p.m. CT; 1:00 p.m. ET
<b>November</b> Activity: Work on the project			
<b>December</b> Activity: Wrap up the project to submit a report			

Live Sessions are worth 1 NCPD contact hour -

**Successful completion:**

1. Join live session
2. Complete on-line course evaluation

**Relevant Financial Relationships:**

There are no relevant financial relationships with ineligible companies for those involved with the ability to control the content of this activity.

For further information email [info@pedsnurses.org](mailto:info@pedsnurses.org) or call 312-321-5154.