Leadership Skills Development Program

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 13 people.
- Participants complete pre-work which may consist of the following:
  - Pre-reading
  - SPN Leadership Podcasts

- o   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.
  - o   Prework is to be completed before the live session.
  - o   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
  - o $250.00 Member
  - o $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
January – Orientation	Tina Spagnola, MSN, RN, NPD-BC, NE-BC	N/A	Wednesday, January 8 – 12:00 p.m. PT; 2:00 p.m. CT; 3:00 p.m. ET
January Developing Self-leadership (review leadership styles, determine self-leadership style, establish self-leadership goals)	Nichole Hackbarth, MSN, RN, CPN Jessica Moody, MSN, RN, PED-BC	Friday, January 10	Wednesday, January 15 – 12:00 p.m. PT; 2:00 p.m. CT; 3:00 p.m. ET
February Activity: Decide on project topic and get organizational leadership support			
March Change management (understand components of change management processes and leading change)	Brandi O'Dell, MSN, RN, CPN	Tuesday, March 18	Friday, March 21 – 12:00 p.m. PT; 2:00 p.m. CT; 3:00 p.m. ET
April Developing Financial Acumen around budgeting, costs, and payer mix (reviewing budget terms and various types of budgets)	Melodie Davis, DNP, RN, CNP	Thursday, March 27	Tuesday, April 1 – 12:00 p.m. PT; 2:00 p.m. CT; 3:00 p.m. ET
May 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 19	Thursday, May 22 – 11:00 a.m. PT; 1:00 p.m. CT; 2:00 p.m. ET
June 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 5	Tuesday, June 10 – 12:00 p.m. PT; 2:00 p.m. CT; 3:00 p.m. ET
July Activity: Work on project			
August Emotional intelligence (recognizing and positively managing emotions in yourself and others)	Ashley Arehart, MSN, RN, CPN	Thursday, August 14	Tuesday, August 19 – 10:00 a.m. PT; 12:00 p.m. CT; 1:00 p.m. ET

September Activity: Work on project			
October Just culture (Framework for how to integrate just culture as a leader)	Stefanie Tanner, MSN, RN, CPEN	Wednesday, October 15	Monday, October 20 – 10:00 a.m. PT; 12:00 p.m. CT; 1:00 p.m. ET
November Activity: Work on project			
December Activity: Wrap up project to submit report			