

Building Resilient Leaders in our 1st Year Transitioning Nurse Workforce

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Co-presenting the collaborative work undertaken with:
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What we aim to share with you

- Background
- Aim and objectives of the training
- Development of the program and associated resources
- Evaluation
- Key Learnings and Future steps



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Background

- Identified the need to develop the leadership capacity and capability of nursing staff new to the workforce
 - to enable a culture of critical inquiry in a professional and collegial manner;
 - to speak up for patient safety and the delivery of quality and compassionate care to all patients, their carers and family;
- Successful Nurse Strategy Reserve Funding Application in 2018



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Background continued

- Collaborated with the SESLHD Nursing and Midwifery Practice and Workforce Nurse Managers:

Suzy
Murray



Sally
Peters



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Aim and Objectives

Aim:

To enhance the delivery of safe and quality patient care by supporting first year transitioning to professional practice nurses, both registered and enrolled nurses, to develop their capacity and capability in leadership and resilience.

Objectives:

- Develop leadership skills and knowledge
- Demonstrate the ability to provide feedback
- Identify and practice techniques for self-care to build resilience



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Approach

➤ One day experiential workshop

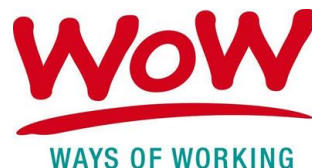
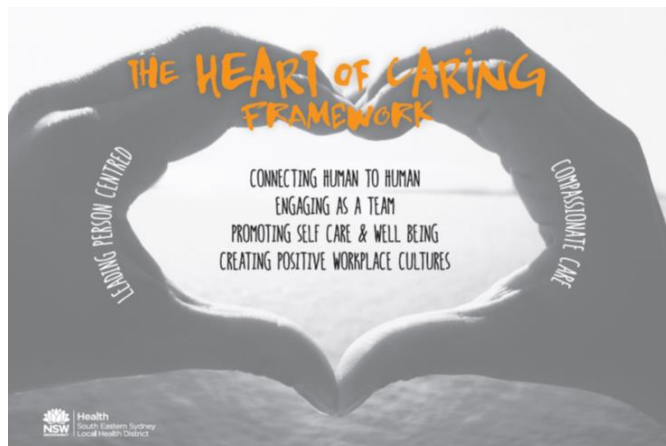
- Underpinned by Appreciative Inquiry
- Co-facilitation model
- Multimodal teaching and learning strategies including a visioning and reflective exercise
- Individual and group activities
- Mediation session



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Program Content

- Appreciative Inquiry
- Leadership and Resilience



CARING CONVERSATIONS

BE COURAGEOUS - What matters? What would happen if we gave this a go? What is the worst that could happen if you did this?

CONNECT EMOTIONALLY - How did this make you feel? I feel.....You made a difference to my day because.....

BE CURIOUS - What strikes you about this? Help me to understand what is happening here? What prompted you to act in this way? What helped this to happen? What stopped you acting in the way you would have wanted to?

COLLABORATE - How can we work together to make this happen? What do you need to help you to make this happen? How would you like to be involved? How would you like me to be involved? What would the desired goal/ success look like for you?

CONSIDER OTHER PERSPECTIVES - Help me to understand where you are coming from? What do others think? What do you expect to happen? What is real and possible?

COMPROMISE - What is important to you? What would you like to happen? How can we work together to make this happen? What do you feel you can do to help us to get there? What would you like me to do?

CELEBRATE - What worked well here? Why did it work well? How can we help this to happen more of the time? If we had everything we needed what would be the ideal way to do this? What are our strengths in being able to achieve this? What is currently happening that we can draw on? I like when you.....

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Program Content



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Program Content continued

- Positive Psychology
- Psychological Safety
- Feedback (it is a gift!)
- Self-Care and Wellbeing



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Evaluation

- Summative evaluations
- Post workshop feedback

“Thank you for the resources to help us develop wellness within us, to bring wellness to our patients.”

“Great workshop! I feel I have some useful tools/strategies I can take away and use in the workplace.”

“Really engaging and positive. It was a safe sharing space.”



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Key Learning Leading to Future Steps

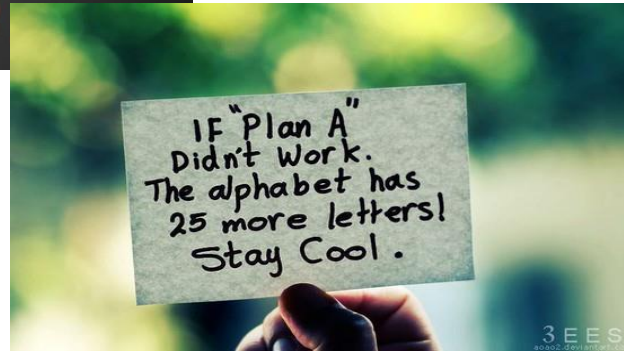
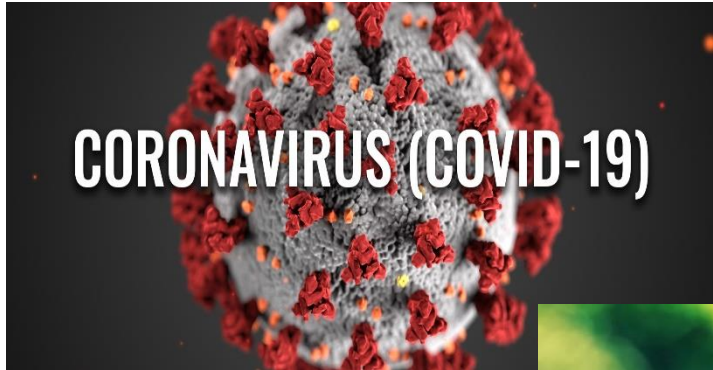
- Consider transferability across the SESLHD facilities
 - Modulation of sessions to enable wider reach
- Minor modifications to ensure relevance for existing staff beyond their first year
- Consider timing for delivery of workshop for first year TPPs (at the beginning of the program)



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Key Learning Leading to Future Steps

continued



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Thank you



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