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Objectives

1. Describe the steps in developing an individualized nurse manager curriculum for leadership
2. Verbalize two methods for delivery of education
3. Identify two strategies for evaluation and follow-up

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Several Leaders..... Potpourri of Approaches!

- Mentors
- Leaders
- Engagers
- Enablers
- Micromanagers
- Friendly
- Friend
- Aloof
- Stern
- Out-to-Lunch



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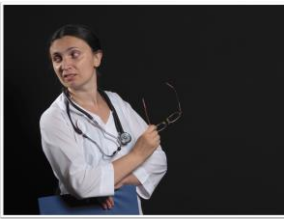
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It's Not MY Problem!



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Looking the Other Way....



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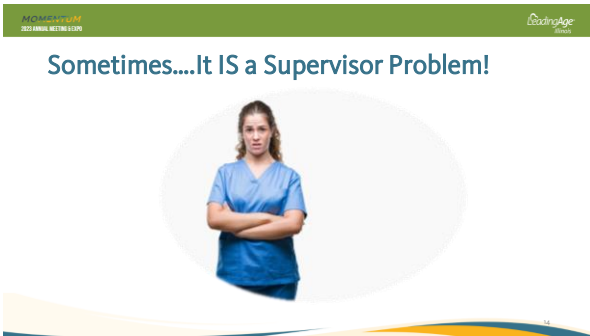
Hmmmmmm...Is There a Problem?



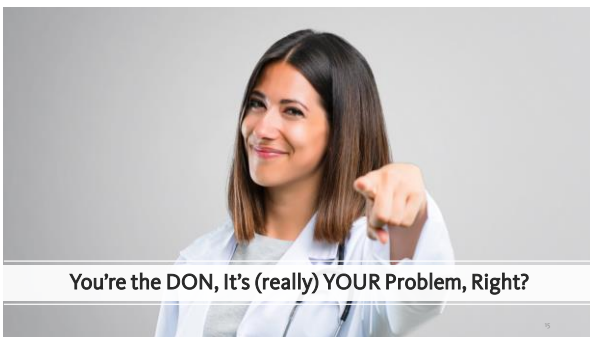
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A Good Rule of Thumb for Our Nurse Managers.....

He that thinketh he leadeth and hath no one following him is only taking a walk."

- John C. Maxwell



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Your FABULOUS Team.....



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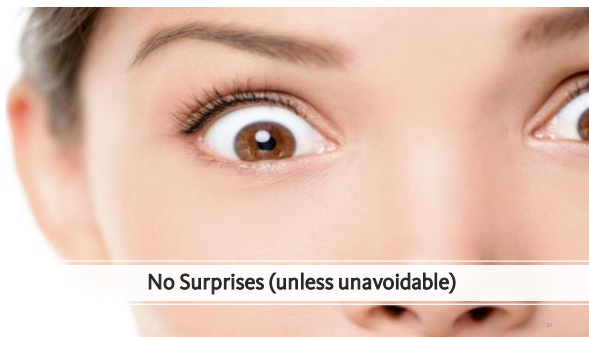
Character

"Leadership is a potent combination of strategy and character. But if you must be without one, be without the strategy."

- General Norman Schwarzkopf



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McMaster University
2022 Annual Meeting Logo

LeadingAge
Healthcare

Beginning with “Self-Leadership”

“Self-leadership means understanding yourself thoroughly, understanding your own values, and evaluating what’s most important to you. As your organization scales, your team should reflect your ethics, values, and beliefs. This all stems from self-leadership”

“Wait, I’m the Boss??”
- Peter Economy

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McMaster University
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Restart the Process....the BASICS are important for those who need it!

- Job Description
- Scope of Practice
- Human Resource Basics

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McMurry Health
2022 ANNUAL REPORT

LeadingAge
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Communication

- Between the DON and the Nurse Manager
- Between the Nurse Manager and Peers
- Between the Nurse Manager and Employees
- Between the Nurse Manager and the IDT
- Between the Nurse Manager and the Resident/Resident Representative



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SUSTAINABLE NETWORKS

LeadingAge
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Attitude Management



Attitude plays a CRUCIAL role in successful leadership!

"You need to see possibilities when others don't, encourage people when they are feeling defeated, and demonstrate commitment when others want to quit."

Developing the Leader Within You 2.0
- John C. Maxwell

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The “POWER” of Empowerment

- Starts with a GREAT attitude
- Educate staff in a way that THEY can learn
 - Include the “why’s!”
- Give staff the ability to use the information to independently perform their job within their scope of practice
- Praise and positive feedback
- Support and mentoring
- Walk the talk!



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Developing Relationships

In managing people,
EVERYTHING is
PERSONAL!



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Professional Respect and Courtesy



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The IMPORTANCE of Trust



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Potential

- Identifying POTENTIAL in others
- Developing that potential!
- One size does NOT fit all!



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Leadership Training

"Making Everything a
Priority Means Nothing is a
Priority"

Developing the Leader Within You 2.0
John C. Maxwell



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Follow-up with Nurse Leaders

- Ongoing collaboration with Nurse Leaders
- Ongoing collaboration with front-line staff
- Ongoing discussion on expectations
- Mentor on positive goals and tap into their passions!

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“I’ve learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.”
 - Maya Angelou

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Enjoy Your Successes!

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Questions?



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References and Resources

- Economy, Peter. Wait, I'm the Boss? The Essential Guide for New Managers to Succeed from Day One. Career Press. March 2020.
- Maxwell, J.C. Developing the Leader Within You 2.0. HarperCollins Leadership. February 2018
- Sevy Majers, J., DNP, FACHE, CENP, CCM, Warshawsky, N., PhD, RN, NEA-BC, CNE, FAAN. Nurse Leader. Evidence-based Decision-Making for Nurse Leaders. Published: July 29, 2020. DOI: <https://doi.org/10.1026/j.mnl.2020.06.006>

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Pathway Health

LeadingAge
Illinois

MOMENTUM
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MEETING & EXPO**
MARCH 7-8, 2023

Renaissance Schaumburg
Convention Center - Schaumburg, IL

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