

Nursing Administrative Leadership Academy Agenda
June 10-12, 2008

Course Description

The course utilizes a leadership competency framework to integrate knowledge, skills, values, and best practices of innovative nursing leadership. Lectures, interactive collaborative discussion, written projects and leadership self-assessment will identify and teach the proficiencies specific to the administrative executive role.

Objectives

At the conclusion the Academy the participant will be able to:

1. Identify five domains of nursing leadership competence as defined by the American Organization of Nurse Executives (AONE).
2. Articulate strategies to achieve individual competency within each domain.
3. Produce cogent and scholarly written materials to address nursing, healthcare, and organizational issues suitable for publishing in a peer reviewed journal.
4. Articulate the impact of state and federal legislation on nursing and health care organizations.
5. Demonstrate reflective leadership and visionary thinking on issues that impact health care organizations.
6. Discuss from an administrative perspective the organizational response to ethical dilemmas.
7. Analyze the fundamental concepts and skills necessary to manage operations cost-effectively.
8. Discuss strategies for creating an environment that recognizes and values diversity.
9. Discuss strategies to create a practice environment that promotes and sustains evidence-based clinical and administrative decision making.

Day 1 – June 10, 2008

9 AM **Welcome from Dr Christena Langley** – Associate Dean, College of Health and Humans Services, School of Nursing

9:15-9:30 AM **Overview of Academy** – Dr. Joyce Hahn- Asst. Professor, CHHS

9:30 – 11 AM **AONE Nurse Executive Competencies** – Jo Ann Webb, RN, MHA
Director, Federal Relations & Policy, AONE

Domains: I, II, III, IV, V

Reading Assignment: AONE Nurse Executive Competencies

11:00 -11:15 AM **Break**

11:15- 12 noon **Emotional Intelligence** – Ana Stoehr, PhD (c), MSN, RN - Faculty, CHHS

Domains: I, III, IV

Reading Assignments:

Codier,E.,Kooker,B.,&Shoultz,J.(2008). Measuring the Emotional Intelligence of Staff Nurses. *Nursing Administration Quarterly*,32(1),8-14

Kerr,R.,Garvin.,J.,Heaton,N.,&Boyle,E.(2006). Emotional Intelligence and Leadership Effectiveness. *Leadership & Organization Development Journal*, 27(4), 266-279.

Roussel, Swansburg, & Swansburg – Chapter 2

12 noon – 1 PM – **Lunch** on your own

1-2PM: **The Magnetism of Research** – Dr. Maureen McLaughlin

Director of Research – Georgetown University Hospital

Domains: I, II, III, IV, V

Reading Assignment:

Turkel,M.,Ferket,K.,Reidinger,G.,&Beatty,D.,(2008). Building a Nursing Research Fellowship in a Community Hospital. *Nursing Economics*,26(1).26-29.

Roussel, Swansburg, & Swansburg - Chapter. 4

2-2:15 PM **Break**

2:15 – 3:15 PM **Strategic Management in Healthcare** – Dr. Joyce Hahn

Domains: I, II, III, IV, V

Reading Assignment: Roussel, Swansburg & Swansburg – pgs. 231-235, Ch. 5

3:15 – 4:30 PM **Generational and Personality Diversity** – Dr. Charlene Douglas, Assoc. Professor, CHHS

Domains: I, III, IV

Reading Assignment: Roussel, Swansburg & Swansburg – Chapter 8

4:30 PM – Students enrolled in NURS 704 for graduate credit to meet

Day 2 – June 11, 2008

9 – 10 AM **Power, Policy and Politics**- Dr .Joyce Hahn

Domains: I, II, II, IV, V

Reading Assignment: Roussel, Swansburg & Swansburg- Chapter 14

10:10:15 **Break**

10:15 -11:45 AM **Healthcare Policy Panel**

Susan Hinck, PhD, RN – RWJ Health Policy Fellow, Senate
Committee on Finance
Beverly Trautman, PhD, RN – RWJ Health Policy Fellow, Office
of House Speaker Pelosi
Jo Ann Webb, RN, MHA – Director Federal Relations and Policy,
AONE

Domains: I, II, III, IV, V

11:45 – 12:45 PM **Lunch** on your own

12:45 – 2:00 **CHHS Health Care Trends/Policy: What Should We Expect for the Next Five Years?** Steven Sheingold, PhD

Domains: I, II, III, IV, V

2:00-2:15 PM Break

2:15-3:15 **Stirring Change: Concepts for Life and Leadership** – Brenda Sheingold, PhD(c), MSOD, RN- Adjunct Faculty.

Director, Division of Health Financing Policy
Office of the Assistant Secretary for Planning and Evaluation (ASPE)
Department of Health and Human Services

Domains: I, II, III, IV, V

3:15-4:30 PM **How to Practice Accountability So that Excellence Happens-** Eileen L. Dohman, RN, BSN, MBA – Vice-President, Nursing, Mary Washington Hospital

Domains: I, II, III, IV, V

Reading Assignment: Roussel, Swansburg & Swansburg – pgs. 116-117, 135-136, 142-143, 312

Day 3

9-11 AM **Patient Safety Initiatives** – Eileen Andreoli, MSN, RN, PSF – Administrative Director of Professional and Clinical Development, Prince William Hospital

Domains: I, II, III, IV, V

Reading Assignments:

Evans,S.,Berry,J.,Smith,B.,&Esterman,A.(2006). Consumer perceptions of safety in Hospitals.*BMC Public Health*,6(41). 1-7.

Tang,N.,Eisenberg,J.,&Meyer,G.,(2004). The Roles of Government in Improving Health Care Quality and Safety. *Joint Commission Journal on Quality and Safety*,30(1),47-54.

11-11:15 AM **Break**

11:15-12:15 AM **Hospital Ethics** – Dr. Joyce Johnson, Senior VP of Operations,
Georgetown University Hospital

Domains: I, II, III, IV, V

Reading Assignments:

Silva, M (1998), Organizational and Administrative Ethics I Health Care: An Ethics
Gap. *The Online Journal of Issues in Nursing*.3 (3).

Rousel, Swansburg & Swansburg – Chapter 3

12:15-1:15 – **Lunch** on your own

1:15-2:15 PM **Transforming Care at the Bedside (TCAB)**- Barbara Farrell, RN, MS,
MJ- Director of Quality and Innovation – AONE

Domains: I, II, III, IV, V

2:15 PM-2:30 PM **Break**

2:30-3:30 PM **The Social Capital of Nursing** – Ana Stoehr, PhD(c), MSN, RN and
Brenda Sheingold, PhD(c), MSOD, RN

Domains: I, II, III, IV

3:30 – 4:00 PM **Final thoughts....** Dr. Joyce Hahn

4:00-4:30 PM **Closing Networking Social**