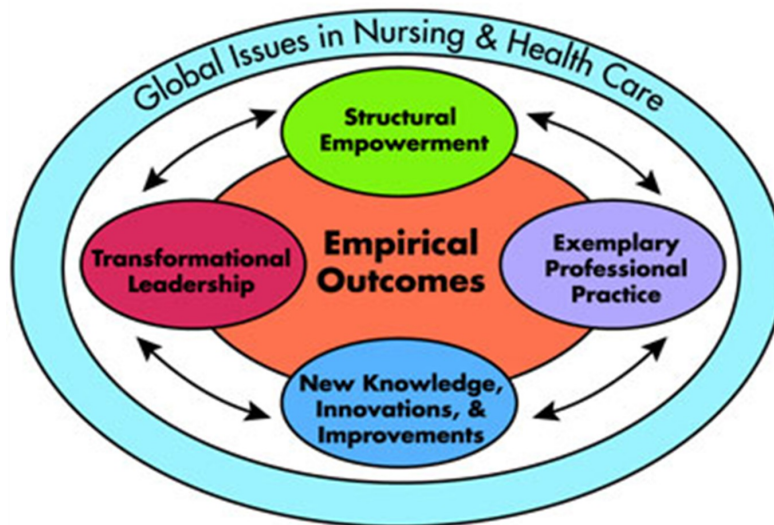


2014

JERSEY CITY MEDICAL CENTER

Nursing Leadership Academy
Handbook



Brought to you by:

The Educational Center for Professional Development

1East, Room 118

Phone: 201.915.2948

NURSING LEADERSHIP ACADEMY

HISTORY:

The Nursing Leadership Academy was established in 2013 with the goal of providing professional development opportunities to Jersey City Medical Center's existing and emerging leaders.

TARGET POPULATION:

The Nursing Leadership Academy welcomes nursing leaders from Education & Staff Development, Advanced Practice Nurses, Patient Care Coordinators, Clinical Managers, Directors and more.

The development of the Nursing Leadership Academy followed The Nursing Process:

ASSESSMENT:

All members of the JCMC Nursing Leadership Academy are encouraged to complete a Prophecy Assessment.

What is a Prophecy assessment?

Prophecy Healthcare Inc. provides online validated competency testing. This testing assesses clinical hard skills, personality attributes, and desired soft skills. A detailed Leadership report is generated once testing is complete, identifying areas of strength and weakness.

These assessment results should be shared with the nurse leader and supervisor to promote discussion and professional development planning.

Please contact System Administrator: Nicole Sardinas at x2703 if you are interested in taking an assessment.

INTERVENTION:

Advisory Board

As the demands and complexity of today's health care environment change, there is an increased need to broaden the leadership expertise of leaders within our organization. In response to this need the Nursing Leadership Academy has partnered with the Advisory Board Talent Development Company. Through intensive workshops leaders will be educated about the issues and challenges confronting healthcare and develop the critical skills, knowledge, and perspective required to act as a successful peer advocate, organizational representative and change leader.

Workshops Dates:

May 29th, 2013—Leadership + Vision
November 12th, 2013—Teamwork
December 12th, 2013—Service Excellence
March 28th, 2014—Quest for Quality
May 22nd, 2014—Instilling Accountability
July 16th, 2014—Coaching to Full Potential
November 20th, 2014—Developing Emerging Leaders

For further information contact:
Annette Morales BSN, RN, CEN
Emergency Dept. Nurse Educator
Amorales2@libertychs.org
O: 201.915.2388

INTERVENTION CON'T:

Nursing Differentiated Practice—Leadership Ladder

As of 2014, the Nursing Differentiated Practice Program and been expanded to include Nurse Leaders. This program provides a structure for the development of clinical excellence in patient care based on increasing expertise in the following areas:

- Professional Development
- Clinical expertise
- Community Involvement
- Leadership

The goal of this program is to recognize and reward professional nurses who develop clinical excellence, encourage professional growth, provide exceptional patient care, enhance recruitment and retention of nurses, and enhance patient satisfaction.

For further information contact:

Michelle Dickerson MSN-Ed, RNC-NIC
NICU Nurse Educator
Mdickerson@libertyhcs.org
O: 201.915.3860

Nicole Sardinias MSN, RN, CCRN
Director of Nursing Education
Nsardinias@libertyhcs.org
O: 201.915.2703

INTERVENTION CON'T:

Strategic Planning

All Nurse Leaders are encouraged to join a Strategic Planning Track and each leader should be assigned to a tactic(s).

The tracks are as follows:

- Leadership
- Patient Centered Care Delivery
- Communication
- Quality

If you have not been assigned to a Strategic Planning Track, please contact your Director.

IHI Open School

The IHI Open School is an on-line quality and safety curriculum. New Jersey Hospital Association is providing free access now through **August 31st, 2014**. Contact hours are available. Leadership lessons include:

- Taking the Leadership Stance
- The Leadership Stance is Not a Pose
- Influence, Persuasion, and Leadership
- Measuring Leadership

To register visit: www.IHI.org

Once you reach "Your Organization" select:
New Jersey Hospital Association

INTERVENTION CON'T:

Nursing Leadership Journal Club

The Nursing Leadership Journal Club is used as an open forum for nursing leaders to meet and critically evaluate nursing literature. This journal club provides an opportunity for nurses in a variety of leadership roles to collaborate and discuss how nursing literature and research can be translated to clinical practice, education, administration, and research.

Occurs the 3rd Friday of every month at 10am in CR 6.

For further information contact:
Mabel LaForgia MSN, RN, CNL
Director of Nursing research & EBP
Mlaforgia@libertyhcs.org
O: 201.915.4149

Advisory Board/Harvard Manager Mentor PLUS

A wide variety of independent study modules are available through The Advisory Board Talent Development Company & Harvard Mentor PLUS to supplement the Talent Development workshop curriculum.

To register visit: Advisory.com

Once you reach "Your Organization" select:
Jersey City Medical Center

A Tutorial Guide is available by request to:
Amorales2@libertyhcs.org

INTERVENTION CON'T:

Members of the Nursing Leadership Academy are expected to be an active member in a nursing council and an inter-professional committee.

Nursing Councils:

All five nursing councils meet the ***first Wednesday*** of every month.

- Staff Satisfaction & Retention Council: 6:15am-7am CR 8
- Quality & Safety Council 9am-10am CR5
- Patient Engagement Council 10:15am-11:45am CR 5
- Nursing research & EBP Council 12:30pm-1:30pm 6W CR
- Professional Practice Council 2pm-3pm CR 5

Inter-professional Committees:

The following are just a few of the existing inter-professional committees here at Jersey City Medical Center:

- Clinical Value Analysis
- TeamSTEPPS
- Core Measures Committees
- Infection Control
- Critical Care Committee
- Perinatal Committee
- Trauma Committee
- Baby Friendly Committee

EXTERNAL RESOURCES:

Member of the Nursing Leadership Academy are encouraged to join the following professional organizations:

American Association of Colleges of Nursing—AACN

The AACN influences the nursing profession to improve health care; and promotes public support for professional nursing education, research, and practice. AACN services include:

- Government Advocacy
- Research & Data Services
- Conferences & Webinars
- Various certifications

To learn more visit: www.aacn.nche.edu

Association for Nursing Professional Development—ANPD

The ANPD's goal is to foster the acquisition and application of data-driven practices for the betterment of the NPD specialty. The ANPD focuses on providing the education, tools and resources to advance the ongoing professional and career development of its members.

To learn more visit: www.anpd.org

EXTERNAL RESOURCES:

American Organization of Nurse Executives—AONE

The AONE addresses issues related to the nursing leadership profession and provides educational programs and resources designed to assist nurse leaders in their professional development. Educational opportunities include:

- Executive Nursing Practice certification
- Nurse Manager & Leader certification
- Essentials of a Nurse Manager Orientation

To learn more visit: www.aone.org

New Jersey Hospital Association—NJHA

The NJHA is a not-for-profit trade organization that delivers support and services to the state's hospitals. NJHA provides leadership in advocacy, policy analysis, quality & financial data, education and community outreach.

To learn more visit: www.njhs.com

DESIRED OUTCOMES:

The following are desired outcomes for members of the Nursing Leadership Academy:

- Obtain BSN within 2 years of leadership position.
- Enroll in MSN program within 1 year of leadership position, for those with a BSN.
- Obtain specialty certification within 1 year of leadership position.
- The nurse leader, if /when eligible will sit for one of the following certifications:
 - Nurse Executive
 - Executive Nursing Practice
 - Nurse Manager & Leader
- Enroll in Nursing Differentiated Practice—Leadership ladder after 1 year in leadership position.
- Become an active member of a nursing council.
- Become an active member of an inter-professional committee.

