

52 Week On-line Coaching

The **success** of any healthcare organization is a shared effort by every team member; however, nursing plays a critical part in the culture created and the excellence in practice. **At the heart of nursing's success is the nurse leader!** Nurse Managers find themselves in a position to both guide and lead frontline nurses, while at the same time, strategizing to contribute to the organizations goals and ultimate success.

The role of **Nurse Manager** is one of **central command** that involves both right and left brain proficiencies. In any one day, a nurse manager may find themselves dealing with:

- ✓ budget issues,
- ✓ changing technologies,
- ✓ advancing care models,
- ✓ scheduling issues,
- ✓ conflict management,
- ✓ regulatory and legal requirements,

Very important!

BUT none of these challenges compares to the challenge of leading a team.

Nurse leaders straddle two worlds between the bedside nurse and upper management, needing to be proficient at communication and relationship dynamics necessary to create an environment to support professional excellence **AND** employee engagement.

The preparation is difficult but **Sweeney Healthcare** developed a **solution** that isn't. Nurse Managers can finally get the help they need, (and are usually begging for) where they will discover the **true leader within them!**

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What does the **Nurse Leader PRO-Vision On-line Coaching** look like?

Nurse Leader PRO-Vision Coaching is an experiential, guided discovery for nurse leaders that happens over a 12 month period on-line. In this coaching program each **nurse leader will receive:**

- a **2-3 minutes video** from Colleen in their in-box each week and
- an **electronic print piece called a 'Discovery'**, themed around a targeted subject.
- a **Nurse Leader PRO-Vision Exercise** that is required to be completed within the week and
- a monthly Q&A call hosted by Colleen to field any questions asked by email.

What content is covered in the **Nurse Leader PRO-Vision On-line Coaching**?

Budget, scheduling and regulatory requirements, although challenging, can always be learned, just like any proficiency- **those things are NOT taught here**. But discovering how to be an effective leader, who does all those things, is what we teach.

The notion of being a **born leader** is a myth. And so is the fact that a name badge with a leadership title makes you a leader. Nurse leaders are many times put in a position of leadership because they were good clinicians and delivered care to patients, setting them apart. And suddenly with a new title, they are faced with **one of the most difficult jobs out there**. So much is expected, with so little preparation for the job. And **nurse leaders** find themselves working harder, faster and longer, nearing total burnout.

Leadership is a journey that is best taken when guided. **The Nurse Leader PRO-Vision On-line Coaching** is about guided leadership development (and a whole lot more!) The **Nurse Leader PRO-Vision On-line Coaching** was developed jointly by a team of professionals in the field of psychology, behavioral science and of course, input from trusted nurse leaders. And it's all about leadership and best practices.

One of the advantages I have is that I get to work with organizations that are doing well and performing in **the top decile** when it comes to HCAHPS.

I will interview many of those nurse leaders and share their insights (and secrets) with **YOU!** **Leadership** will be addressed first since everything is built on it. Then, topics that are practical and helpful will build on the lessons from the previous weeks.

Leadership is a journey!



The content for The Nurse Leader PRO-Vision includes:

- Leadership
- Best nursing practices
- Nurse Leader Rounding
- Conflict Management
- Tips from organizations who have mastered domains
- Recognizing patient fears
- Exercising empathy
- Innovations
- Looking back at your personal growth
- Measuring your professional growth
- Raising up leaders in your organization
- Leaving a legacy

Keep in mind that this is a journey that is guided. **And you won't go it alone.** There will be other **Nurse Leaders**, like yourself who are on the journey with you and we will connect monthly to ask questions, share wins, and talk about the inevitable frustrations of being a leader in a more than challenging environment.

I'm here for you as we begin the journey...

Are you in?

Your PRO-Vision coach



Colleen

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