

Making the most of what we've got:

Growing the nursing leaders of
tomorrow

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ACT Health

● ● ● | Thrown in the deep end

- 1st day acting as manager
- 5 staff off sick
- Doing rosters for first time
- Minimal handover
- Equipment failure
- Grumpy anaesthetists
 - Then the AAA comes hurtling thru the plastic doors!!!





Insanity

Doing the same thing over and
over again and expecting
different results

- Albert Einstein



Why do we need to do this?

- Driver:

- Workforce
- Knowledge deficits
- Technology +++
- Aging client base



What might happen??

- If we don't understand the values, beliefs and career drivers of the younger nursing workforce, we will be left with no leaders.
 - Sherman 2005



What do we do about it??

- Focus groups demonstrated further development required in:
 - Leadership
 - Communication skills
 - Managing change
 - Alignment of their personal vision with that of the organisation



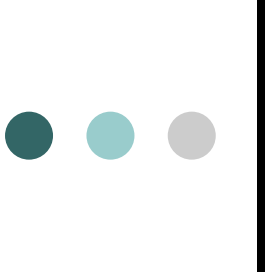
RN Leadership Development

- 360° Feedback
- Professional development plan



RN Leadership Development

- RN2 Professional Development Workshop.
- Facilitated practice development action learning
- Peer Coaching.



Tomorrow's leaders

- Transformational leadership skills
- Effective management of change
- Excellent communication skills