Leadership Development

Program: ROPH Nursing Leadership Development Mentorship Program

Who: Candidates apply for leadership development mentorship at ROPH each June

How: Application form, required documents and referrals from UAC and UD submitted to CNO by June 1 of each year

Program Start: July 1 of each year and progresses for approximately one year or until content is covered

Facilitator: CNO to approve and select participants for each year's program. Additionally CNO will right-fit a mentorship facilitator for each participant to follow throughout the year.

Completion of the program will result in a certificate awarded to the participant for use throughout his/her career.

Nursing Leadership Development Mentorship Program

PROFFESIONAL PRACTICE MODEL DOMANS. CONTENT AREA IN BOLD.

RELATIONSHIPS AND CARING	EVIDENCED BASED PRACTICE	TECHNICAL EXPERTISE	CRITICAL THINKING	LEADERSHIP
PROFESSIONAL PRACTICE Shared Governance Transparency Structural Empowerment Team Building Negotiation Sources of Power and Empowerment Adapting to Change Environmental Factors Meaningful Recognition Manager as Nurse Retention Officer **STAFF MANAGEMENT** Labor- Management Relations Employee Motivation Hiring and Priviledge Approval Collective Bargaining Performance Evaluation Performance Management Scheduling/Staffing Agency Agreements and Management Job Description Development	**PROGRAM EVALUATION AND RESEARCH** Program Evaluation Data analysis Research Project Planning Dissemination of Information Utilizing EBP in Practice Policy Review and Development Knowledge Translation Dissemination of Evidence Based Practices or New Knowledge	**LEGAL AND REGULATORY ISSUES** Federal Laws and Regulations State Programs Accreditation and Credentialing Contracts and Agreements **HEALTHCARE ECONOMICS** Budget planning and reporting Technology and Information Systems Budget Planning and Reporting Measuring productivity Reimbursement Cost Containment Marketing Ordering Supplies Change Management	**PROFESSIONALISM AND ETHICS** Moral Theories and Ethical Principles Ethical Foundations of Corporate Decision Making Business and Healthcare Problems Ethics Committees/Issues Compliance Confidentiality **ASSESSING SAFETY AND RISK** Continuous Quality Improvement Interpreting Data Professional and Institutional Liability: UOs, Risk Management Important Metrics to Follow How to Develop Goals and Metrics FEMA Emergency Preparedness Incident Command Process Case Management Bed Management	**LEADERSHIP AND MANAGEMENT** Leadership Theories Governance Organization and Structure Mission and Philosophy Planning Continuum Strategic Planning Contingency Planning Innovation **HEALTHCARE ENVIRONMENT** Practice Environment Institutional Environment External Environment Physical Environment Educational Institutions **PROFESSIONAL GROWTH** Planning a Career Trajectory Professional Roles: Organizations, Presentations Emergence as a Leader Mentorship and Growth of others Succession Planning **COMMUNICATION** Transparency Conflict and Conflict Resolution Negotiation Effective Use of Electronic Communication Building Consensus