

Title:

Leadership Succession and Mentoring Plan for Undergraduate Nursing Students in the ABSN Option at Winston-Salem State University

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Session Title:

Educational Leadership Posters

Slot (superslotted):

ED LDR PST: Friday, September 26, 2014: 10:00 AM-10:30 AM

Slot (superslotted):

ED LDR PST: Friday, September 26, 2014: 11:45 AM-1:00 PM

Slot (superslotted):

ED LDR PST: Friday, September 26, 2014: 3:00 PM-3:30 PM

Keywords:

Leadership succession and mentoring

Learning Activity:

LEARNING OBJECTIVES	EXPANDED CONTENT OUTLINE	TIME ALLOTTED	FACULTY/SPEAKER	TEACHING/LEARNING METHOD	EVALUATION/FEEDBACK
Example Critique selected definition of the term, "curriculum"	Example Definitions of "curriculum" Course of study Arrangements of instructional materials The subject matter that is taught Cultural "training" Planned	Example 20 minutes	Example Name, Credentials	Example Lecture PowerPoint presentation Participant feedback	Example Group discussion: What does cultural training mean to you?

	engagement of learners				
Describe a leadership succession plan for undergraduate nursing students that incorporates a mentoring component.	Leadership succession plan, Mentoring plan	10 minutes	Cecil Holland, PhD, EdD, MSN, MEd, RN	Poster presentation PowerPoint	Participant feedback
Share outputs from leadership development and mentoring plan.	Outputs from leadership/mentoring plan	10 minutes	Cecil Holland, PhD, EdD, MSN, MEd, RN	Poster presentation, PowerPoint	Participant feedback

Abstract Text:

Purpose:

Leadership is an essential skill in the nursing profession. When we examine leadership in nursing, it takes many forms - from leadership at the bedside to leadership in the classroom, the boardroom, and beyond. Good nurse leaders start out by being good student nurse leaders. In order to influence the next generation of nurse leaders, it is incumbent that schools of nursing develop effective leadership and mentoring plans. Leadership succession and mentoring plans may serve as the foundation for building a leadership pipeline and talent pool that ensures effective leadership continuity.

Methods:

At WSSU, the Division of Nursing (DON) has developed and implemented an effective leadership succession plan that fully incorporates mentoring. In conjunction with the Robert Wood Johnson Foundation (RWJF) New Career in Nursing, students in the ABSN option are actively engaged in programs that build leadership capacity while learning from and being mentored by some of the best nurse leaders in the country. The RWJF Leadership and Mentoring Toolkit provide the framework for the leadership succession/mentoring plan

Results:

A significant segment of the nursing workforce is nearing retirement. Statistics suggest that 55% of the RN workforce is age 50 or older. This, along with the changing demographics and projected nursing shortage forces education and practice institutions to look critically at building a workforce that is well-prepared and equipped to lead in the 21st century. Data is currently being collected on this project. Preliminary data suggest that students benefit from well-planned and well-designed leadership development and mentoring plans. Collaborative relationships have been developed and opportunities to networking and increase the student's circle of influence exist.

Conclusion:

This presentation will explore the WSSU DON Leadership/Mentoring program; examine program strengths and weaknesses, student and mentor feedback, and opportunities to engage in continuous program improvement. Opportunities to distribute the findings of this project will be evaluated.