# Experienced Nurse Executive

## A Customized Advanced Nursing Leader Model for Professional Development

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## Abstract

Development of nurse leaders requires an organizing framework that integrates standards from professional organization (AONE, CGEAN, ANA), as well as broader systems organization (AHA). Formal education for nurse leaders has been guided by AACN Essentials (Masters Nursing Administration & DNP in Leadership). A model for customization of a professional development plan for strategic advanced career planning is introduced.

## Objectives

- Identify influences on continued development of experienced nurse leaders.  
- Demonstrate application of an advanced nursing leader model for continued professional development.

## Case Study: Experienced CNO customized professional development

| Assessment | Leadership & teaching experience, national certifications in informatics; | Envision future roles | Clinical professor and national consulting practice; |
| Gap Analysis completed | Benchmark with AONE competencies and DNP Essentials; | Education & experience plan developed | Two managed care organizations, population health focus, Wisconsin Center for Nursing (State Workforce Center), on-line teaching; |
| Mentoring & coaching plan | Scholarly project focused on the use and effectiveness of mentors in nursing leadership; | Outcome | The CNO has successfully transitioned to third stage career roles. |

## References