



DEVELOPING FUTURE LEADERS: THE L.O.V.E. APPROACH

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Disclosure Statement

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- ▣ **Conflict of Interest Statement:** The author has no conflict of interest and did not obtain any sponsorship or commercial support for this presentation.

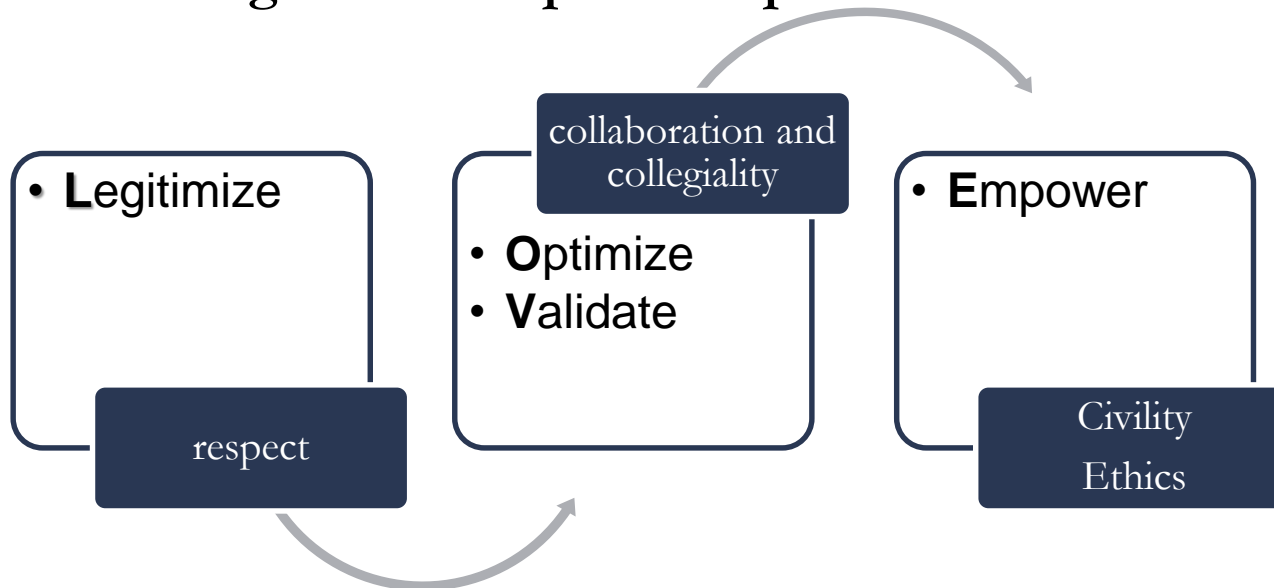
Learner Objectives

- ▣ The learner will be able to list specific ways in their area of practice to **Legitimize, Optimize, Validate and Empower** their students or employees.

- ▣ The learner will be able to role model behaviors from the **LOVE Approach** in their relationships as nurse leaders or educators.

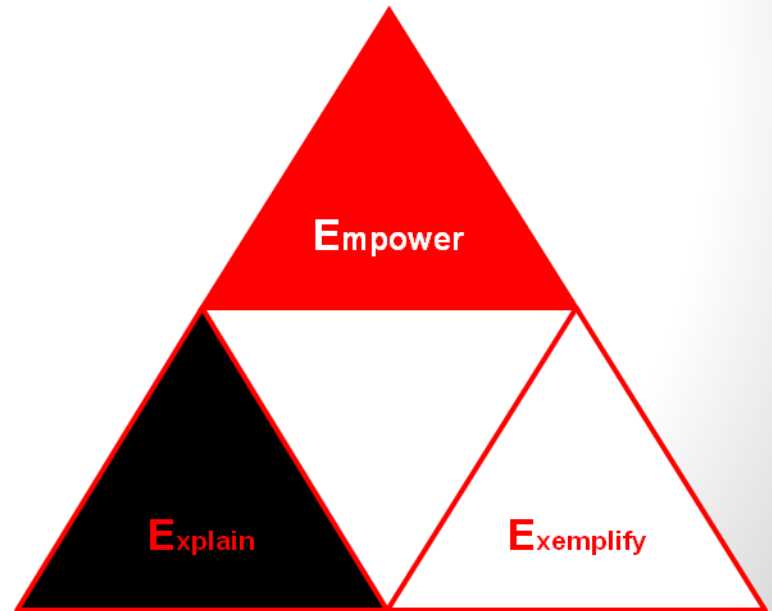
PROCESS

Promoting Leadership Development: The Process



Defining the LOVE Approach

- ▣ **L**egitimize
 - ▣ **O**ptimize
 - ▣ **V**alidate
 - ▣ **E**mpower
- ▣ Be the role model you are meant to be....



Legitimize

- ▣ Be **socially present** in the classroom environment or clinical practice area



L is for Legitimize

- Be early and stay after class- **be available**
- Post announcements, give timely feedback, and participate in online discussions in distance education



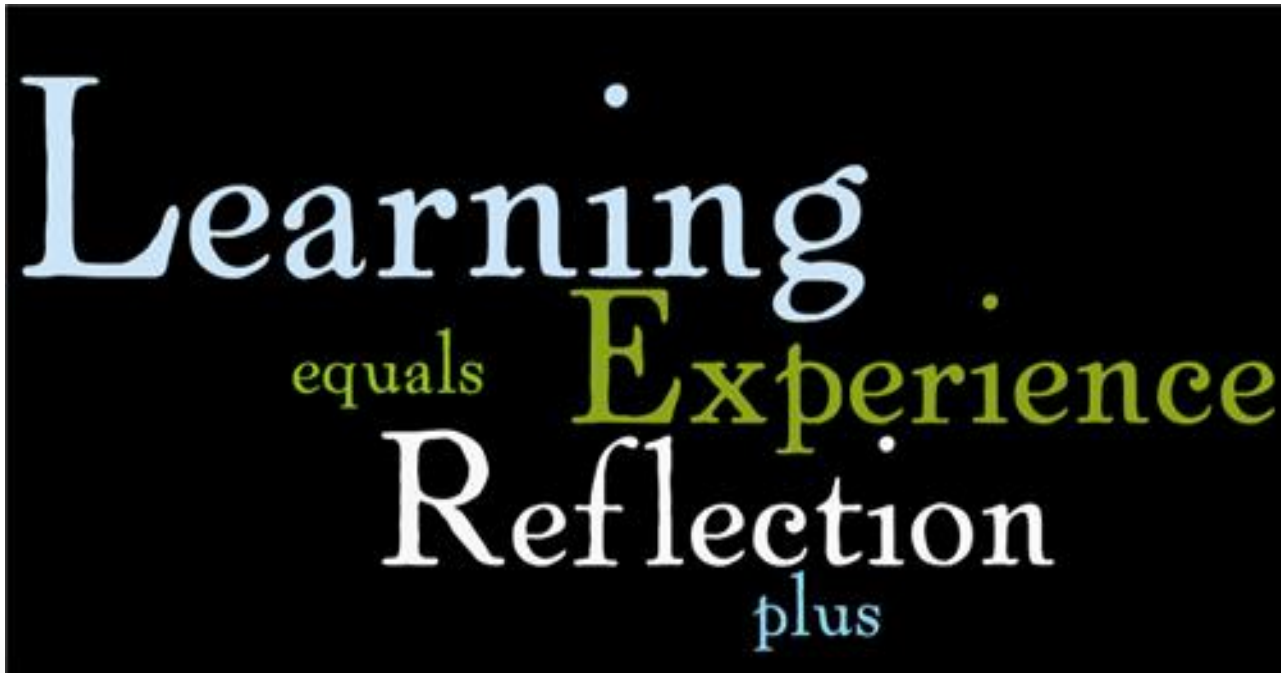
L is for Legitimize

- Come out of your office and get to know the nursing staff on a personal level (put on scrubs on a regular schedule and work **with** them).



Optimize

- ▣ Build on current knowledge & experience



Learning
equals Experience
Reflection
plus

O is for Optimize

- ▣ Provide opportunities for professional growth
- ▣ Be aware of individual long-term goals, learning styles
- ▣ Initiate leadership succession planning



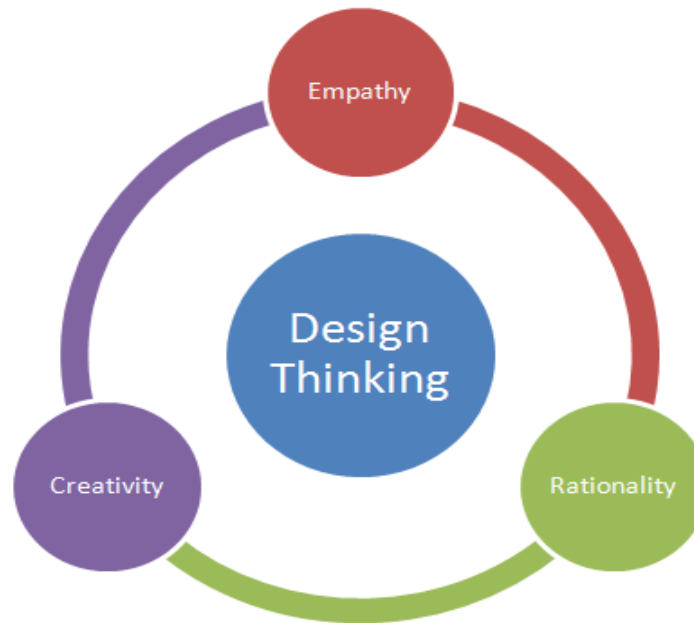
Supportive Evidence

- ▣ Ma, F., Li, J., Zhu, D., Bai, Y., & Song, J. (2013).
Confronting the caring crisis in clinical practice.
Medical Education, 47, 1037–1047.

- ▣ Hughes, H., Belkoski, D., McNeil-Jones, K. (2012).
Watch one, do one, teach one: Chapter leadership
succession planning. *Critical Care Nurse*, 32 (2), e76.

Validate

- ▣ Use current level of expertise and previous education as a springboard for the development of critical thinking and clinical judgment



V is for Validate

- ▣ Provide personalized support and recognition to foster professional growth and development
- ▣ Encourage sharing of current evidence-based practice protocols for specific areas of nursing
 - Ask nurses to present at faculty/staff & administrative meetings
 - Post professional journal articles in the lounge

E is for Empower

- ▣ **Support**
- ▣ **Encourage**
- ▣ **Role Model**
- ▣ **Coach**



Core Competencies of Emotional Intelligence

- ▣ Self-Awareness
- ▣ Self-Regulation
- ▣ Motivation
- ▣ Empathy
- ▣ Social Skills



Summary

- ▣ Following the **L.O.V.E. Approach** may support the development of:
- ▣ a stronger generation of nurse leaders
- ▣ renewed caring and genuine relationships
- ▣ higher quality of patient care and more positive outcomes overall



Give **L.O.V.E.** a Try.....

▣ **L**egitimize

Thank you for
attending this
session.

▣ **O**ptimize

▣ **V**alidate

What questions
might you have?

▣ **E**mpower



Bibliography

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