

Title:

SPECIAL SESSION: Gerontological Nursing Leadership Academy (GNLA): Leading Advancements in Interprofessional Care for Older Adults

Presenters: Deborah Cleeter Bailey, EdD, MSN, RN; Karen Reynolds, DNP, CNS-BC, FGNLA; Deborah Ann D'Avolio, PhD, PhD, BC-ACNP, ANP; Patricia Ann Kappas-Larson, DNP, APRN-BC,FAAN

Type:

Oral

Keywords:

Leadership, Leadership Development and Nursing Practice

Description/Overview:

As the world's population ages, we must have effective leaders to guide advancements in care delivery and policy for older adults. The GNLA is designed to develop mid-career gerontological nurses as significant leaders. The intense fellowship is built upon three learning domains and a leadership mentoring triad.

Final Number:

L 06

Slot:

L 06: Sunday, 30 July 2017: 8:30 AM-9:45 AM

References:

Galuska, Lee A., Cultivating Nursing Leadership for our Envisioned Future. *Advances in Nursing*, 2012, Vol 35 No , Wolters, Kluwer Health, Lippincott;Wiliwmas & Williams, 333-345.

Kouzes, J., & Posner, B. (2011). *Credibility: How Leaders Gain and Lose It, Why People Demand It* (2nd ed.). San Francisco, CA: Jossey-Bass.

Kouzes, J., & Posner, B. (2012). *The Leadership Challenge: How to Make Extraordinary Things Happen in Organizations* (5thed.). San Francisco, CA: Jossey-Bass.

McBride, Angela Baron (2011). *The growth and development of nurse leaders*. New York, N.Y.: Springer.

Watkins, S. Corley, D. Cleeter, D. Moe, K. & Brockopp, D. (2014). Implementing a nurse leader fellowship model. *Nursing Management*, 45(7), 53-55. Doi: 10.1097/01.NUMA.0000451038.15082.b7

Learning Activity:

| LEARNING OBJECTIVES | EXPANDED CONTENT OUTLINE |
|--|---|
| Describe the triad leadership mentoring relationship | I. Mentoring for leadership development II. Triad roles and influence III. Intentional relationship building |
| Identify interprofessional team practice outcomes for older adults | I. Interprofessional teams as milieu for developing leadership behaviors II. Advancing practice initiatives and sustainable endeavors III. Leadership development through active learning |

Abstract:

As the world's population changes and we intentionally center more attention on caring for older adults in every practice setting, we must prepare and position nurse leaders to influence the advancements in interprofessional delivery of gerontological healthcare. This requires strong and effective leadership to address the growing need that exists for large scale improvements and directed change resulting in better health outcomes for older adults. Advancements in delivery of care and policy development must achieve measurable impact on health, cost and quality.

Currently conducting the fifth cohort, the international Gerontological Nursing Leadership Academy (GNLA) provides a deeply personal and guided professional development experience for mid-career nurse Fellows. The selected Fellows engage in eighteen months of rigorous leadership development through formal mentoring and faculty relationships. This triad serves as the foundation for an integrated experiential and intellectual curriculum, development of goal directed interprofessional leadership behaviors, and key partnerships with senior executives of healthcare organizations. Through extensive personal assessment and commitment, Fellows emerge as gerontological leaders and change agents demonstrated through learned behaviors and actualizing their potential. The GNLA Fellowship provides the foundation for ongoing and sustainable influence and impact in leading practice advancements and advocacy in caring for older adults ranging from frontline to policy and global forums.

Mentoring for leadership development of the GNLA Fellows is accomplished through intense relationship building, mentoring, and guidance of the Fellow's academy experience. The design, development, and implementation of the Fellow's interprofessional team project is the experiential vehicle that provides a dynamic environment for strategically guided leadership development. The "Triad" relationship between Faculty Advisor, Fellow, and Leadership Mentor is integral in providing support, feedback, and guidance throughout the Fellow's leadership journey.

The GNLA Fellows have achieved significant outcomes within the three curricular domains: individual leadership development; advancement of practice through leadership of interprofessional team projects; and expanded scope of influence at the organizational, community, and professional levels. Through this behaviorally focused leadership development

experience, the GNLA Fellowship provides the foundation for ongoing and sustainable influence at the organizational, community, and professional levels.

As healthcare systems around the globe face many complex and interconnected challenges in providing high quality, innovation and cost-effective care; interprofessional leadership must be the cornerstone to the design, delivery, and implementation of new models of care. Nursing leaders can strategically respond to these change drivers by actively engaging care model design and policy development.