

**Title:**

Professional Development of Nursing Leaders: A Case Study of Canadian Nurses Association Presidents (CNA)

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**Session Title:**

Rising Stars of Research and Scholarship Invited Student Poster Session 2

**Slot (superslotted):**

RSG STR 2: Saturday, 29 July 2017: 12:00 PM-1:30 PM

**Slot (superslotted):**

RSG STR 2: Saturday, 29 July 2017: 2:45 PM-3:30 PM

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**Keywords:**

Canadian Nurses Association, Nursing Leadership and Nursing Leadership Development

**References:**

Bernard, N. (2014). Who's Next? Developing High Potential Nurse Leaders for Nurse

Executive Roles. *Nurse Leader* 12(5), 56-61.

Erickson, J.I. (2013). Reflections on Leadership Talent: A Void or an Opportunity?

*Nursing Administration Quarterly* 37(1), 44-51.

Grossman, S.C. & Valiga, T.M. (2013). *The New Leadership Challenge: Creating the Future of*

*Nursing*. Philadelphia: F.A. Davis Company.

Yoder-Wise, P.S. (2015). *Leading and Managing in Canadian Nursing*. Toronto: Elsevier

**Abstract Summary:**

Nursing leadership development is not well documented or understood. Seven nurses who have held the title of President of the CNA were interviewed. These interviews focused on their personal experiences and perspectives about their leadership journey. These interviews provided insight into their practice wisdom and provide a resource for future leaders.

**Learning Activity:**

LEARNING OBJECTIVES	EXPANDED CONTENT OUTLINE
The learner will be able to identify the influences and processes that contributed to the leadership development of the study participants	The poster presentation will highlight the common themes of how the CNA presidents who participated in this study described the influences and process that contributed to their leadership development.

The learner will be able to understand the importance of identifying and investing in all nurses as leaders.	The poster presentation will present the implications of understanding leadership development as it pertains to identifying and investing in all nurses as leaders.
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### **Abstract Text:**

Nursing leadership is important across every domain of the nursing profession. However, nursing leadership development is not well understood or documented. This study addresses this gap in the literature by turning to an overlooked source of leadership knowledge – presidents of the Canadian Nurses Association (CNA). The CNA has had exceptional leaders during its 108-year history. Many have influenced nursing practice, changed the perception of nursing, and improved healthcare. Yet, little is known about how they became such outstanding leaders. Using a qualitative design, this study aims to inspire and inform current and future nurses by exploring the experiences and leadership journeys of CNA presidents.

Altogether, seven nurses who have held the title of President of the CNA were interviewed, face-to-face, by Skype or by telephone. These interviews focused on the participants personal experiences and perspectives about their leadership journey. Their definitions, philosophies, and motivations for pursuing this particular leadership role were also explored. Through interpretive description methodology the following six themes were identified: Embracing Opportunities, Relentless Incrementalism, a Service Mindset, Taking the Long View, Enduring Heartbreak and Taking a Seat at the Table.

The findings of this study provide a deeper understanding of how and why nursing leaders became CNA Presidents and how they contribute to the nursing profession. The findings also inform how leadership is seen and developed in all nurses as leaders. Therefore, current and future nursing leaders will benefit from the wisdom of the participants in this study as a source for ongoing development of their leadership skills. However, continuing study of high level nursing leadership development is recommended in a variety of settings. This is important for a deeper understanding of the characteristics and nuances of nursing leadership development in order to ensure empowered and effective nurses direct the profession in the years to come.