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## INDIVIDUAL LEADERSHIP DEVELOPMENT

### Priority Goals

- To find my voice and share in affirmed values
- Increase my confidence as a leader
- To expand my scope of influence

### Assessment Data

- Leadership Practices Inventory: LPI 360
- (Kouzes & Posner, 2012)
- Observations from leadership observers

### Strategies for Leadership Growth

- Identification of areas for growth through journaling and leadership observers
- Participation in NFLA Workshops
- Triad support

### Growth in Exemplary Leadership Practices

#### “Challenge the Process”

- Willingness to step outside my comfort zone

#### “Modeling the Way”

- Led initiation of mentoring mingles to promote faculty collaboration and engagement



## TEAM LEADERSHIP PROJECT

### Background

- Efforts to retain and support new nurse faculty are important to addressing faculty shortages and preparing nurse faculty who are well-positioned to assume leadership roles in academia.

### Purpose

- The purpose of this project was to identify faculty mentoring needs and implement mentoring activities based on the need that promoted collaboration and supported nursing faculty.

### Outcomes

- Seven monthly mentoring mingles were completed based on the needs assessment.
- Survey results indicated high satisfaction with mentoring mingles.
- Faculty attendees reported mentoring mingles created an environment for collaboration and engagement among faculty.
- Strong support from East Carolina University College of Nursing for sustainability of mentoring program.

### Implications for Nursing Education

- Mentoring new faculty has the ability to influence perceived competence, promote faculty retention, and influence leadership abilities in nursing academia.

## SCOPE OF INFLUENCE

### Organization

- Elected to Undergraduate Curriculum Committee.
- Spearheading efforts to integrate mentoring program into ongoing governance structures.

### Community

- Future goals to promote mentoring and excellence in in psychiatric mental health nursing education.

### Profession

- Running for Treasurer, Sigma Theta Tau International, Beta Nu Chapter; currently serving as board intern.



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Kouzes, J. & Posner, B. (2012). The leadership challenge, 5<sup>th</sup> ed., San Francisco: John Wiley & Sons, Inc.