

Sustaining Leadership Roles

by Capella Healthcare



WHAT'S COVERED

In this lesson, you will learn about two methods of sustaining minority nurse leaders in leadership position. Specifically, this lesson will cover these topics:

1. Ongoing Mentorships
2. Participation

1. Ongoing Mentorships

Once minority nurses attain leadership positions, it is important that they have resources in place to support them in their roles. Minority nurse leaders continue to look to mentors to help them grow in their role as a leader. A nurse manager may seek out a Director of Nursing or a Chief Nursing Officer to mentor them. A Chief Nursing Officer may look to a nurse who has served as a CEO or a Nurse Scientist to mentor them, depending on their career goals. Their goals may be to advance to a higher role, develop a program of research, or serve in a leadership role in a community or professional organization. No matter the needs of the minority nurse leader, having a mentor that is committed to their personal and professional success is important.

2. Participation

Membership in professional nursing organizations allows nurses to participate in the issues that are most important to them. These organizations provide the opportunity to network with other nurses who have the same interests. They often provide an avenue for advocating for the resolution of complex issues that impact patients, the community, or the profession, and they can provide for additional leadership experiences through service on committees or the board of an organization. Networking with fellow nurses through professional association membership takes many forms, including going to a monthly or quarterly dinner meeting or communicating on members-only social media platforms. Another form of networking can involve attending and possibly presenting at conferences and conventions, virtually, locally, or out of state. Many of these networking opportunities include fun activities and ice breakers that allow nursing leaders to spend time with nurses from other healthcare organizations.

Relationships one makes through membership in professional associations can be strengthened throughout the course of a nurse's career. Often this happens when members of professional associations seek out other members to share their expertise or share solutions to common problems. The cost of belonging to

professional nursing associations varies, but membership often offers tangible benefits, including discounts on specialty certifications, conferences, tuition, or insurance and preferential consideration for organization sponsored scholarships and grants.

Video Transcription

Nurses often find that politics and policies constrain their ability to affect change within their workplace. Often, change occurs at the institutional level. And nurse leaders aspiring to affect institutional change can begin by developing their professional networks. One path is through active membership in professional associations, such as the American Nurses Association.

Membership in these associations provides professional development resources, such as webinars, publications, and conferences. It also provides networking opportunities with experts and colleagues where nurse leaders may discover other organizations with missions that may match their passion. For example, a nurse passionate about providing care to the homeless may connect with other experts about organizations focused on homeless populations and connect with leaders at that organization.

Next, engage with people within the organization by attending meetings and events. Connect with other members to discover activities that support the organization's mission. Participate in activities and volunteer in committees to demonstrate the value nurse leaders can add to the organization. These actions build strong relationships with committee and board members on a personal and firsthand basis.

Next, share availability and interest in joining the board. Prepare a short bio that provides a targeted overview of experience, metrics of accomplishments, and strengths that benefit the organization. Update the bio regularly and share it when the opportunity arises. Also, exercise patience as the process of obtaining a board seat may take a year or longer.

Finally, recognize that board members serve as representatives of the organization. Nurse leaders must be knowledgeable about the board's values and the issues the organization faces. Explore solutions and advocate for the organization's mission by further developing the professional network. Forge new contacts by venturing beyond the comfort zone and helping other colleagues make meaningful contacts.

As a quick recap, membership in a professional association serves as a foundation for nurse leaders to develop professional networks. Here, nurse leaders can discover organizations with missions that align closely with personal values. Actively participating in committees enables nurse leaders to demonstrate the value they can add to the organization while developing professional relationships with committee and board members.

Work to advance the organization's mission while sharing an interest in joining the board. Be prepared to share a bio that includes targeted experiences, accomplishments, and strengths that benefit the organization. Upon securing a board position, take time to develop an in-depth knowledge of the organization's values and issues. Continue to expand the professional network by venturing outside of the comfort zone and connecting colleagues with useful contacts.

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Support

If you are struggling with a concept or terminology in the course, you may contact **NurseLeaderSupport@capella.edu** for assistance.

If you are having technical issues, please contact **learningcoach@sophia.org**.