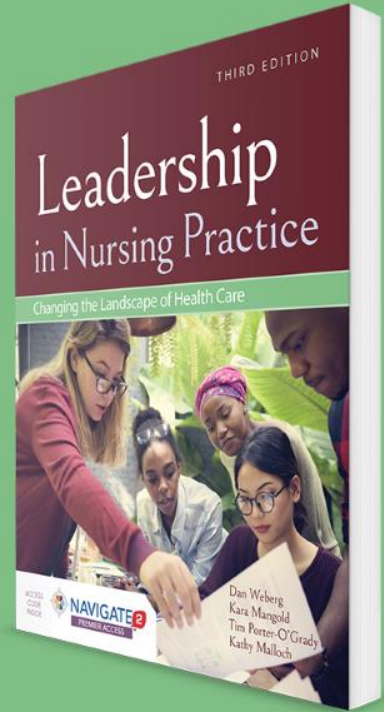


# Leadership in Nursing Practice: Changing the Landscape of Healthcare, Third Edition

**Featured Presenters:** Dan Weberg, Kara Mangold, Tim Porter-O'Grady, and Kathy Malloch



## AUDIO OPTIONS:

1. Computer/Internet Audio: uses your mic and speakers via VoIP
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# Authors



## Dan Weberg

- Expert in healthcare innovation and leadership
- Senior Director, Innovation and Leadership at Kaiser Permanente
- Faculty—The Ohio State University College of Nursing
- Leadership author and scholar



## Kara Mangold

- Nurse Educator and Nursing Innovation Scholar
- Nursing Education Specialist for Evidence-Based Practice at Mayo Clinic in Phoenix, Arizona
- Faculty at Arizona State University in Phoenix, Arizona

# Authors



## Tim Porter-O'Grady

- Health systems consultant and expert in innovation, conflict and change
- Professor of Practice, ASU, College of Nursing and Health Innovation since 2006
- Clinical Professor and Leadership Scholar, OSU, College of Nursing since 2013

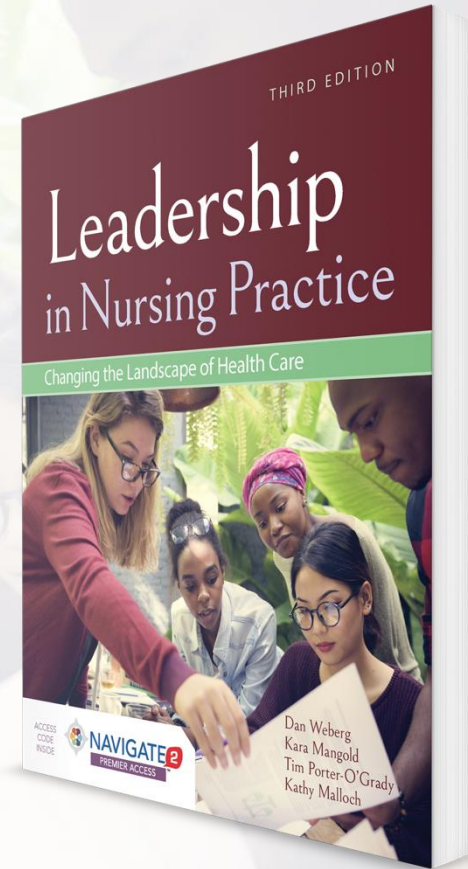


## Kathy Malloch

- Expert in leadership, innovation, and the development of effective evidence-based processes and systems for patient care
- Professor of Practice, ASU, College of Nursing and Health Innovation since 1999
- Clinical Professor, OSU, College of Nursing since 2013

# ***Leadership in Nursing Practice: Changing the Landscape of Health Care, Third Edition***

Drives comprehension through various strategies that meet the needs of adult learners while also generating enthusiasm about the topic.





# A Leadership Focused Text

- Less than 10% of RN and BSN students will go into formal management positions
- This text focuses on skills for nurses from bedside to boardroom.
- Evidence suggests a lack of leadership skills is the foundational reason why change fails and teams are dysfunctional



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# All Nurses Need Leadership Skills

We need nurses as point of care leaders to:

1. Engage in not only the work of patient care,
2. Evaluation of current practices
3. Creation of improved practices that better meet the needs of the future
4. Working with and leading interprofessional teams



# Theory Driven Text that is Instantly Applicable

- Principles of complexity leadership have guided the development of much of the content of this text
- This text purposely focus on
  - Foundational concepts and elements
  - Practices of contemporary leadership
  - Real examples that link theory, practice, and application of concepts



# Leading in Health Systems



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# Why It Was Important to Write This Text

If nursing practice is to be successful, and nurses are to continue to coordinate, integrate, and facilitate the continuum of health services, leadership competence is a must and it is to those nurses that this text is directed

# About the Text

- 15 chapters connecting Leadership Skills and Application to Practice
- Written by industry leaders who are embedded in organizations and leading systems
- Covering emerging topics like innovation vs improvement, staffing, burnout, conflict, negotiation, and interprofessional teams
- Written with the faculty in mind—activities, call outs, and course guides and cases in every chapter

## CRITICAL THOUGHT



With all of the demands and expectations of nurses, maintaining focus is often difficult. Ask yourself the following questions to support focus on your work:

- Do your patients' needs seem to blur across past and present patients? Keeping patients distinct from one another in your mind is a continuous challenge.
- Are you focused on completing checklists before you complete patient care?
- Is it difficult to remember a day when you completed what you wanted to do and handed off your patients to the next shift—and felt good about it?

## SCENARIO



The last 50 nurses hired have reported an unsatisfactory transition to their practice experiences. The majority of the negative responses focused on inadequate coaching and regular feedback. You have volunteered to form a team to explore the situation and provide strategies to decrease the dissatisfaction.

### Discussion Questions

1. Which coaching practices should be in place that are specific to positive and negative performance?
2. How frequently should feedback be given? What should be included?

# Key Text Highlights

## Distinct Content Updates in the 3<sup>rd</sup> Edition:

1. End-of-Chapter questions linked to NCLEX-RN Test Plan, The Essentials of Baccalaureate Education for Professional Nursing Practice, and AONE-American Organization of Nurse Executives Leadership Competencies
2. Contemporary topics added:
  - Staffing
  - Labor and negotiation
  - Performance Improvement and Innovation
  - Burnout
  - The Career Trajectory: Professional Growth and Advancement



# Chapter Structure

## Each chapter has:

- At least 3 learning objectives to guide learning
- Multiple in-text activities to engage students around the content
- A faculty resource guide
  - Podcasts for every chapter
  - Links to additional content and activities
  - Case studies to guide thinking

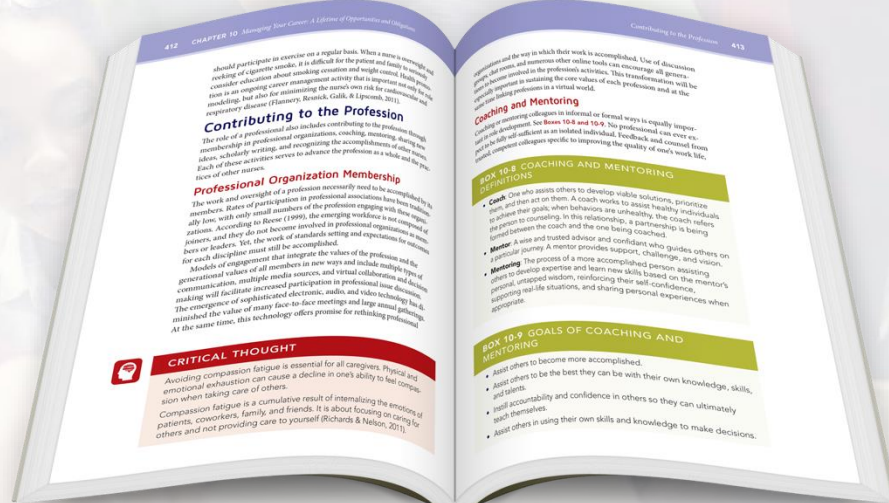


# How To Use This Text

- Andragogical approach to learning
- Text as a source of reference and activity
- Read it all or customize for your course needs

# Content Design

- Chapters are structured to support deep dives into major concepts impacting leadership
- Students can then apply this content using the activities and case studies
- Spark conversation, challenge status quo, and engage in paradigm shifting activities



- Focus on leadership skills rather than content directed to creating nurse managers
- Innovation content for nurses at the point of care



# Complex Systems Leadership Content

- Complex Systems are addressed from the point of the individual at the point of care navigating the organization and professional governance of nursing as a whole.
- The impact of complex systems on a health model for care delivery, value driven health care, and policy are addressed.



# How the Text Differs from the Competition

## Immediate utility for the nurse transitioning to practice

- focus on leadership skills rather than content directed to creating nurse managers



# Where to Use This Text

- RN to BSN programs
- Undergraduate BSN programs
- ADN programs
- Clinical Nurse Leaders
- Nurse Leadership programs

# NCLEX and AONE Competency Crosswalk

## Communication & Relationship Building

- Relationship Management/Influencing
- Diversity

## Knowledge of Health Care Environment

- Delivery Models
- Governance
- EBP/Outcomes

# NCLEX and AONE Competency Crosswalk (continued)

## Leadership

- Systems Thinking
- Change Management
- Delegation

## Professionalism

- Personal Accountability (throughout)

## Business Skills

- Strategic Management
- Technology
- Staffing
- Improvement and Innovation



# Call to Action for Leaders

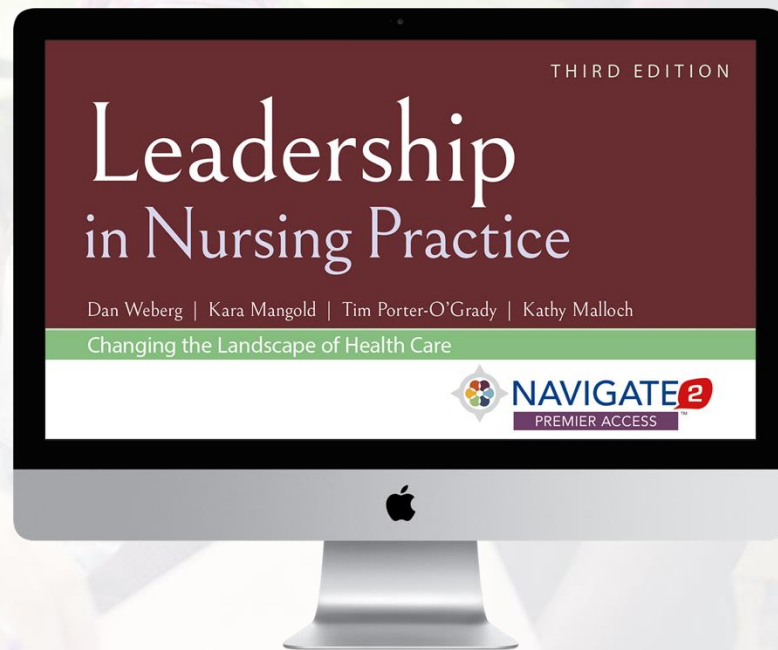
- The future of healthcare must embrace the foundation of evidence and the power of true innovation
- Leaders must be prepared differently
- Only this text has the paradigm bending perspective(s) to prepare transformational and evidence-informed leaders for the future of healthcare



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# Questions



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