



“The *Nurse Leadership Academy* provided skills I have found very useful in my role as Assistant Director. Instructors shared relevant

knowledge that can be applied to situations I face as a nursing leader. The course provides ample time for discussion and questions about meaningful topics. This experience allowed me a chance to network and gain connections to create a strong support system I can rely on for nursing issues.

The *Academy* was a great experience and gave me the tools I needed to become a strong nurse leader.”

Travis Christman, BSN, RN
Assistant Director of Short Stay Care & PACU
Sacred Heart Hospital, Eau Claire



“The *Nurse Leadership Academy* was a valuable experience as I began to grow my leadership career.

The content was very inspiring and beneficial. Dialogue between participants was very constructive, as many of us shared concerns and challenges. My project was applicable to my daily work, and resulted in positive change for my department. I learned skills to help tackle issues in the workplace. Many great conversations took place with senior leaders at the *Academy* that I think back to in my current role. I recommend it to aspiring leaders!”

Leah Bergstrom, MSN, RN
Director Inpatient Surgical Services
St Mary’s Hospital Medical Center, Green Bay

Call to Action:

The 2011 Institute of Medicine Report, *The Future of Nursing: Leading Change, Advancing Health* recommends:

Prepare and enable nurses to lead change to advance health.

Attend:

Registration Fee: \$400 for all three days of conference, materials, breaks and lunches. This fee is reduced to \$200 if the nominating CNO/Nurse Leader is a member of W-ONE.

For information and applications forms for the next scheduled *Academy*, go to the W-ONE website www.w-one.org



www.w-one.org



www.wisconsinnurses.org



www.wicenterfornursing.org

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WISCONSIN Nurse Leadership Academy

*Enhancing Leadership Competency
for Aspiring Nurse Leaders*



Learn more at www.w-one.org



Become a Leader in Nursing

The *Wisconsin Nurse Leadership Academy* began in 2009 under the guidance of the Wisconsin Organization of Nurse Executives (W-ONE). In collaboration with the Wisconsin Nurses Association (WNA) and the Wisconsin Center for Nursing (WCN), the *Academy* has since been attended by hundreds of aspiring nurse leaders, and provides a strong foundation for nursing leadership excellence to impact the future of healthcare.

The *Academy* brings together staff nurses and new managers from diverse practice environments to participate in interactive sessions to build leadership competencies. It consists of 2 consecutive days followed by 1 additional day, two months later. Classroom time is augmented with pre-work, assignments, and application in the participant's workplace. Wisconsin nursing leaders and educators with diverse leadership experience serve as faculty members to lead the sessions.

The *Academy* is held twice yearly in different regions of the state and hosted by different health organizations. It offers 17.75 contact hours of Continuing Nursing Education (CNE) credit upon completion of the full 3 day program.

Learn & Apply:

The *Academy* provides knowledge content and opportunity for application in the following areas:

- Enhancing Leadership / Self as Leader
- Principles of Communication
- High Reliability Organizations: Quality, Safety & Evidence-based Leadership
- Generational Gifts / Diversity
- Creating a Healthy Practice Environment
- Strategic Planning / Systems Thinking for Nursing Leaders
- Leading Teams through Change
- Group Facilitation
- Applications to Practice / Individual Leadership Plan
- Development of Personal Leadership Plan & Mentorship

Capstone project:

In addition, the participant completes a 'capstone project' to apply the learned concepts, which is chosen based on his or her organization's needs.



Nominate:

Candidates for the *Academy* are nominated by their Chief Nursing Officer (or designee). Consideration for nominations should include:

- Individual leadership potential
- Ability to attend all 3 days of *Academy*
- Willingness to commit to ongoing learning & completion of assignments
- Support from CNO (or designee)



“As an African American woman, I was honored to participate in the *Academy*.

There were nurses representing

many different nursing specialties, with a wide range of experiences, but diversity is lacking in nursing. We need nurse leaders to represent the population of the patients they serve. I learned a lot about leadership styles and feel all nurses could benefit from this wonderful opportunity. **The *Academy* provides opportunity for nurses from under-represented racial/ethnic groups to become effective leaders.** For me, the *Academy* expanded my networking boundaries, and I am very grateful to my nurse leaders for nominating me.”

Tina Watts, BSN, RN
Health Service Manager
Wisconsin Department of Corrections
Milwaukee Secure Detention Facility
Health Services Unit