

Leadership Principles for Correctional Nursing

Objective 1:

Articulate the importance, accountability, and responsibility of being a nurse leader.

PRESENTED BY:

MARY MUSE, MS, RN, FAAN, CCHP-A, CCHP-RN

Are you ready to advance your career? Principles of Correctional Nurse Leadership

- Criteria for successful completion:
 - Attendance at entire webinar
 - Completion of the evaluation form and a Post Test.
- **Financial Disclosures:**
 - All persons involved in planning this webinar presentation (nurse planner, faculty and planning committee members) have declared no conflicts of interest or relevant financial relationships with commercial interests.
 - The American Correctional Nurses Association is an approved provider of continuing education for nurses by the Florida Board of Nursing, Provider #50-31772. This certificate must be retained for at least 4 years – do not forward to the Board of Nursing unless requested to do so.





The Nurse as Leader

MARY MUSE, MS, RN, FAAN, CCHP-A, CCHP-RN
MUSE AND ASSOCIATES CORRECTIONAL HEALTH CONSULTING

Nurse leaders

Staff nurse

Charge nurse

Manager

Clinical (Nurse) Coordinator or Shift Supervisor

Facility Nurse Leader

Advanced Practice Nurse

Systems Nurse Leader



Differentiating Leadership from Management

STAYING THE COURSE VERSUS HAVING A VISION

Leadership Matters

Shapes the practice culture

Influences patient-care delivery

Advocate and voice for patients
and staff

Models best practice

Communication and connection
to the public

Drives change



Leadership

- ▶ Leadership is considered a multifaceted process that inspires, influences and motivates individuals towards a common goal ... a positive workplace culture that supports the delivery of effective, high-quality and safe person-centered care'

Leadership Qualities and Behaviors

Visionary

Transformational

**Communication
and
relationships**

Moral Compass

Listening

**Encourages
the Heart**

**Knowledge of
clinical practice
environment &
healthcare**

**Professional
Development**

**Professional
Identity**

**Takes action
to drive
change**

**Patient
Centered
Focus**

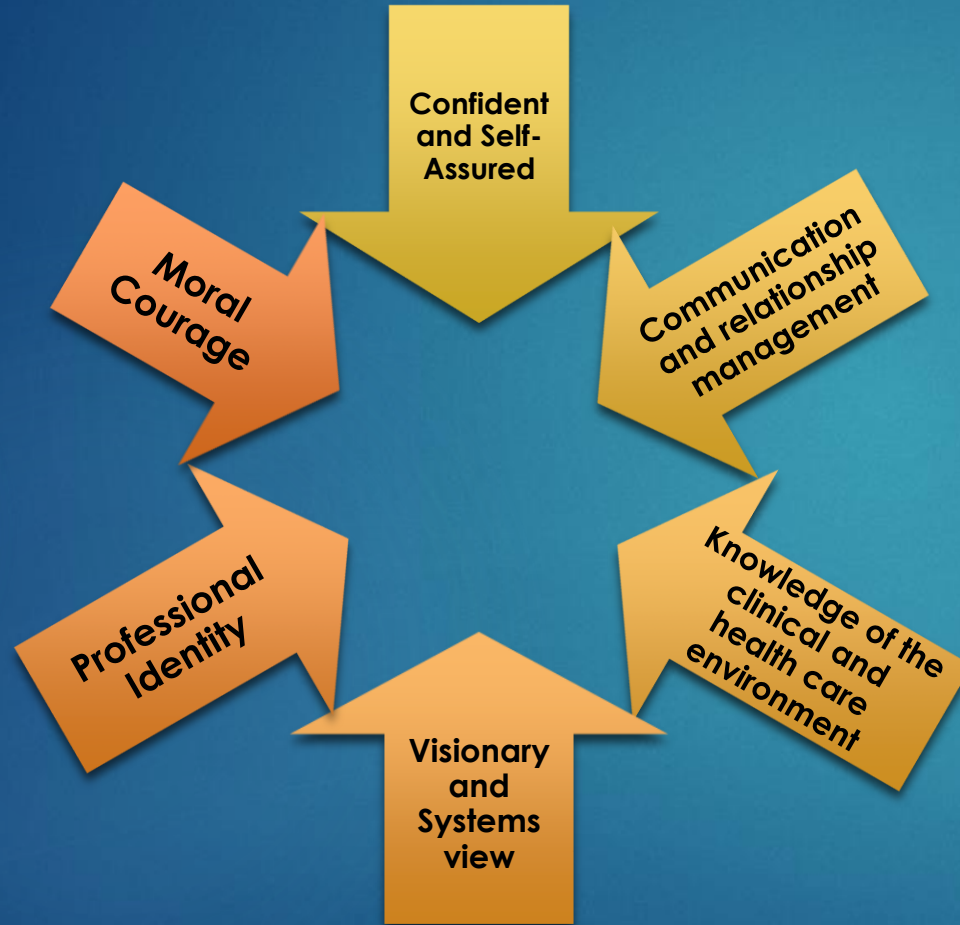
**Caring and
Compassion**

**Ethically
Focused**

**Passion,
Purpose and
Perseverance**

**Moral
Courage**

Competencies of Leaders



Self-reflection, Ethical Values and Moral Courage

- ▶ **Analyzing your thoughts and actions.**
- ▶ **What motivates you?**
- ▶ **Professional Identity**
- ▶ **Biases**
- ▶ **Ethical principles (Beneficence, Autonomy...**
- ▶ **Knowing and doing the right thing**





The Intersection of Ethics and Leadership

Emphasis of security over health care practices

Fragmented and omitted care delivery

Blurred lines

Ability to critically and objectively review mortality and morbidity outcomes.

Advocating for patients

Accepting the Status Quo

Staffing

Best Practices



What would you do?

Leadership Principles for Correctional Nursing

Objective 2:

Explore resources that support correctional nurses considering a career pivot to a leadership role.

PRESENTED BY:

DEBORAH SHELTON, PHD, RN, NE-BC, NPD-BC,
CCHP, FAAN

Standard 11: Leadership

“The correctional registered nurse leads within the professional practice setting and the profession” (p. 63).

Competencies:

- ▶ Contribute to practice environment: respect, trust, dignity
- ▶ Encourage innovation in practice & role performance
- ▶ Mentor colleagues, model expert practices
- ▶ Influence decision-making
- ▶ Retain accountability for delegated care

Correctional Nursing

Third Edition

Scope and Standards of Practice



Sigma Theta Tau Framework for Leadership Competencies

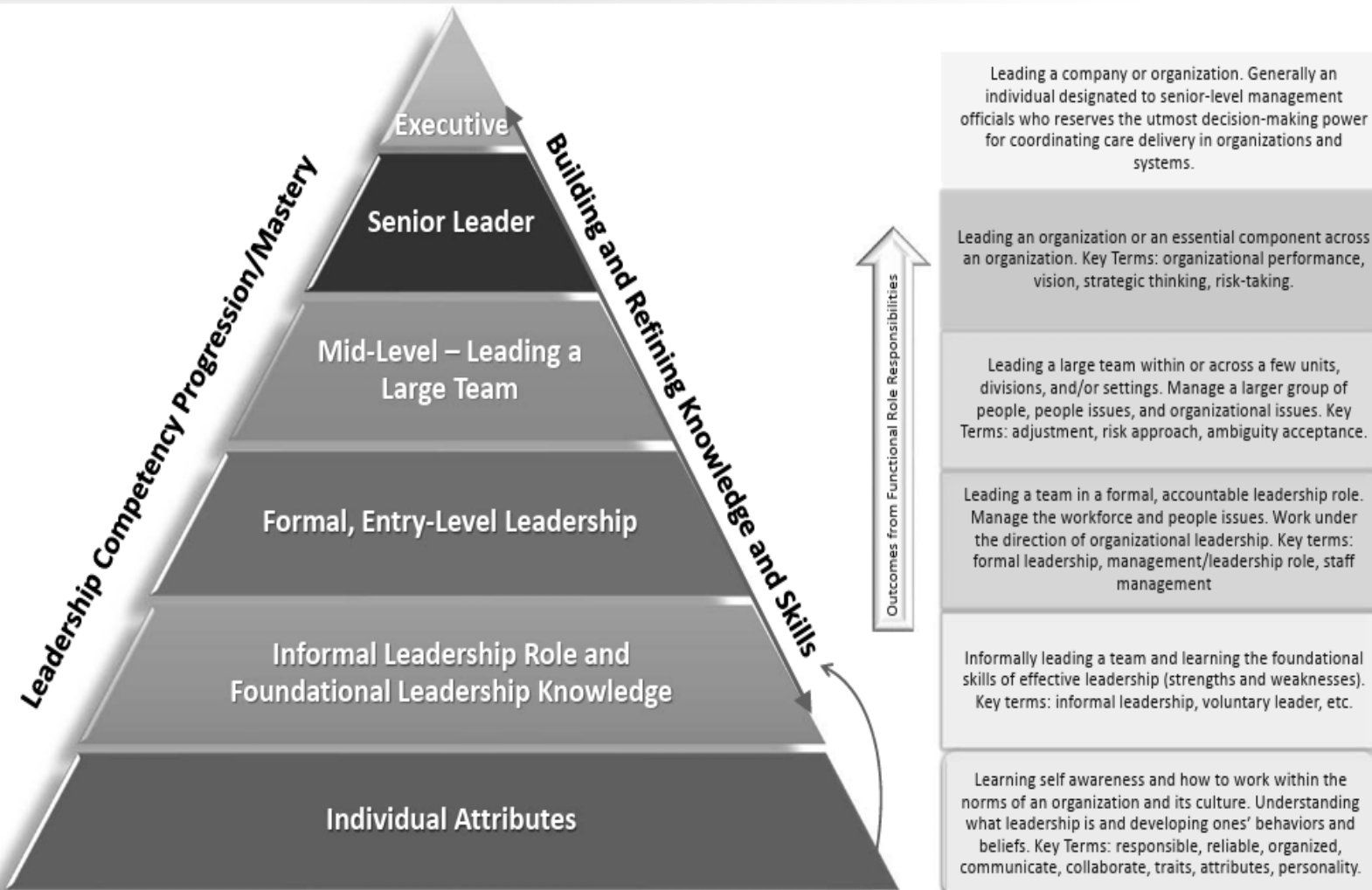
Self-Assessment:

[https://www.sigmanursing.org/
self-assessment-instructions-
global-nursing-leadership-
competency-framework](https://www.sigmanursing.org/self-assessment-instructions-global-nursing-leadership-competency-framework)



FIGURE 1

Leadership Competency Progression Toward Mastery



ANA. 3rd ed.
Leadership
Scope of
Practice (p.6).
[nursingleadership sample-
chapter.pdf](#)

Question:

Q?: What are the characteristics of an ethical leader?

A: Ethical leaders hold themselves accountable for their actions. They make decisions based on integrity and stand behind their work. They also lead by example, communicate openly about challenges, and don't look to place blame on others for any shortfalls.



Leadership Principles for Correctional Nursing

Objective 3:

Discuss the inclusion of leadership principles in nursing orientation, continuing education, and certification.

PRESENTED BY

LORI ROSCOE, DNP, PHD, APRN, ANP-C, CCHP-RN

Orientation



SETS THE STAGE
FOR
PROFESSIONAL
PRACTICE



LEADERSHIP IS
FOR EVERYONE



OPPORTUNITY
TO IDENTIFY
POTENTIAL
LEADERS

Professional Development

- ▶ Do you have a plan?
- ▶ Opportunities to share
- ▶ Encouraging staff
- ▶ Resources

Certification

- ▶ CCHP
- ▶ CCHP-RN
- ▶ Certified Correctional Nurse Manager
- ▶ Certified Corrections Nurse

Leadership Principles for Correctional Nursing

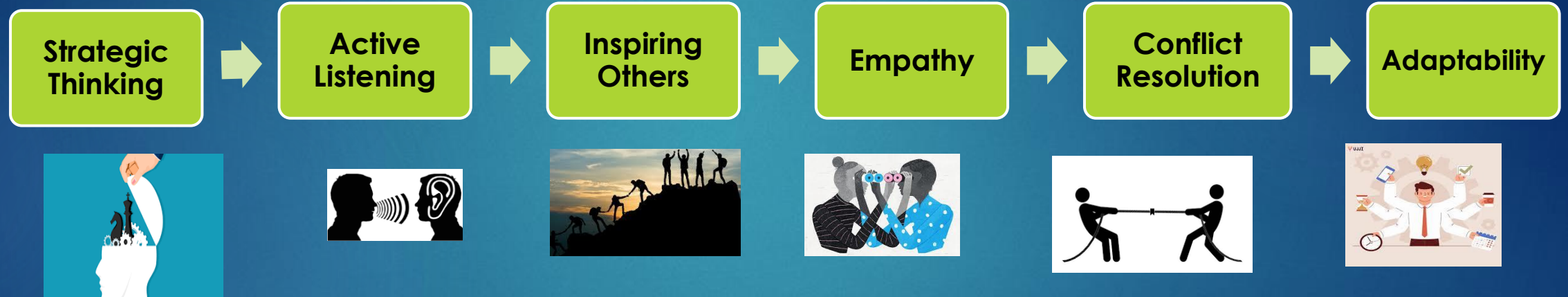
Objective 4:

Differentiate between soft leadership skills and hard leadership skills and how each skill set supports the transition from staff nurse to nurse leader.

PRESENTED BY:

HEATHER NORMAN, MSN, RN, NE-BC, CNL, CCHP-RN

Soft Skills for Nurse Leaders



Hard Skills for Nurse Leaders



**Budgeting /
Financial
Management**



**Regulatory
Compliance**



**HR
Management**



**Risk
Management**



**Strategic
Planning**



**Crisis
Management**

Why is communication so important?

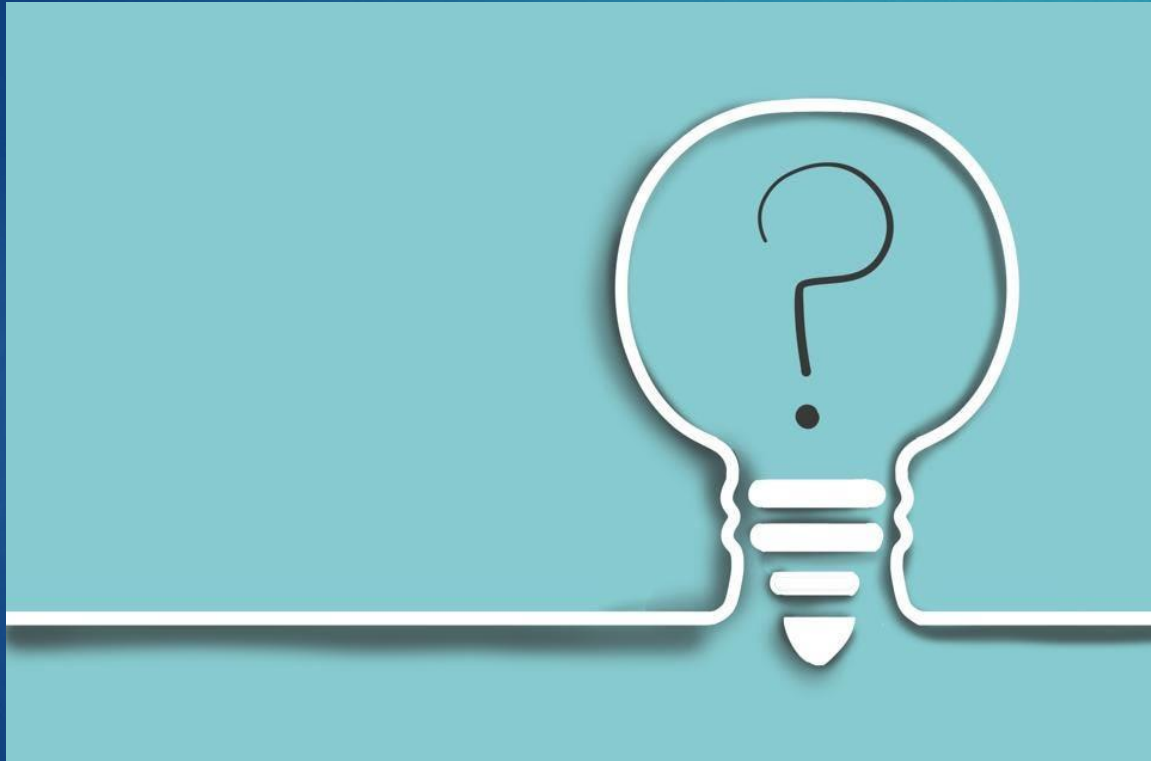
- ▶ Improves Care Delivery
- ▶ Fosters Trust
- ▶ Reduces Confusion
- ▶ Improves Collaboration
- ▶ Positive Work Environment
- ▶ Leadership Effectiveness

Transition into Leadership Role



- ▶ **Understand your new role and responsibilities**
- ▶ **Develop your leadership skills**
- ▶ **Communication Skills**
- ▶ **Time Management**
- ▶ **Foster Professional Development**
- ▶ **Support Network / Mentorship**
- ▶ **Self-Care**
- ▶ **Celebrate Success**

AS A LEADER, ARE YOU ASKING THE RIGHT QUESTIONS?



Leadership Principles
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Questions??

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