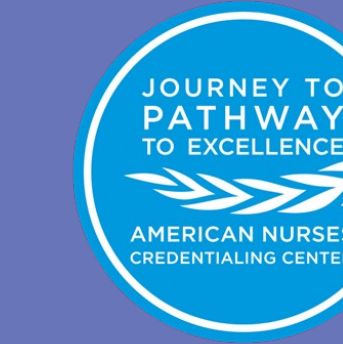


Creative Development Tactics for Modern Challenges: A Podcast-Based Approach



Caryn Brown, MSN, MHA, RN, NPD-BC, NEA-BC

Chris Parker, MSN, RN, CNL, CEN, CFRN, CPEN, TCRN, NPD-NC, NRP



CENTRA

Background

- Nurse leaders are faced with time constraints and competing priorities, which require us to think strategically about how we use their time to provide effective development opportunities.
- Centra developed the Virginia Henderson Nurse Leader Academy to meet nurse leader learning needs.**

Barriers to 2023 Nurse Leader Academy

Cost of purchasing 1000 books for nurse leaders

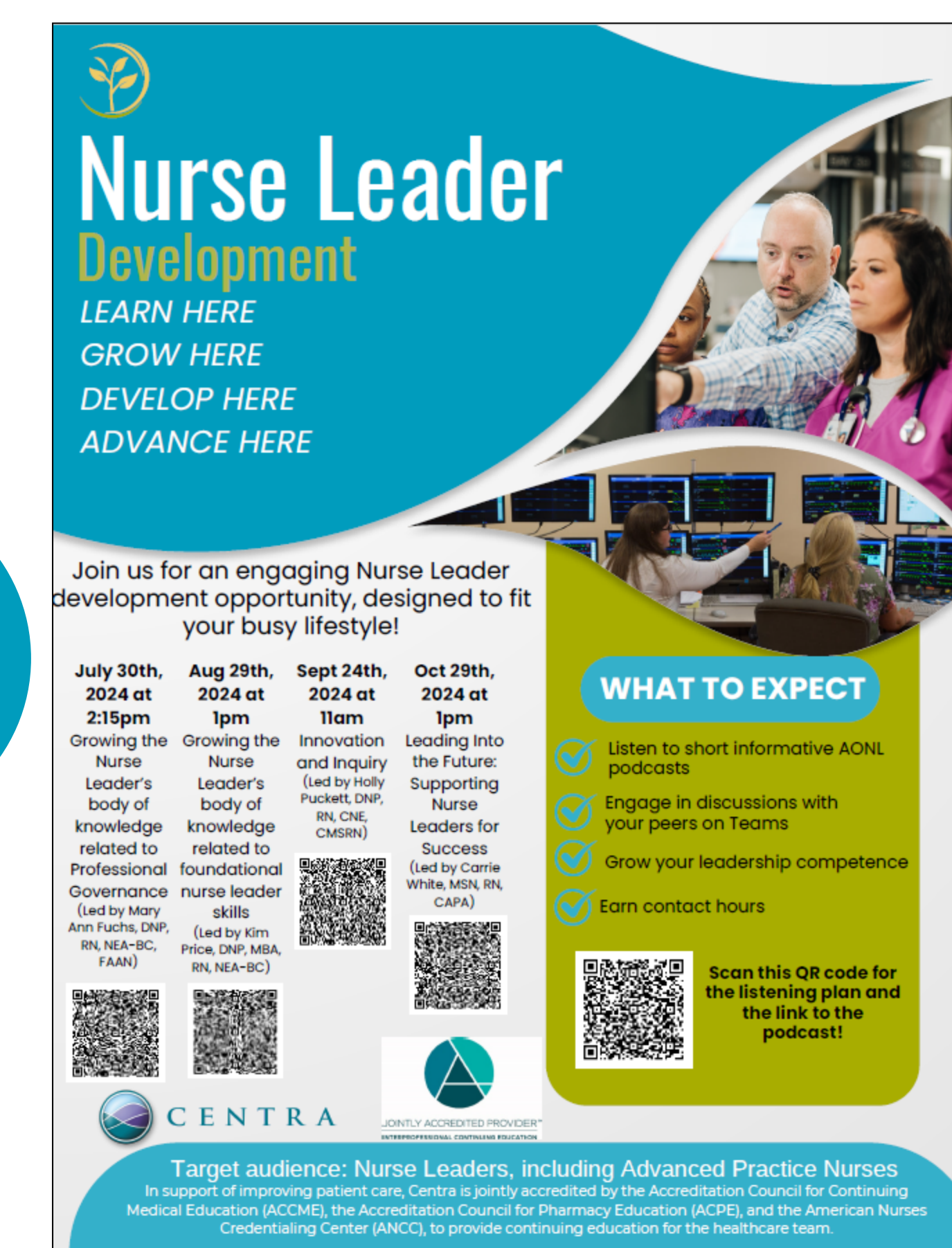
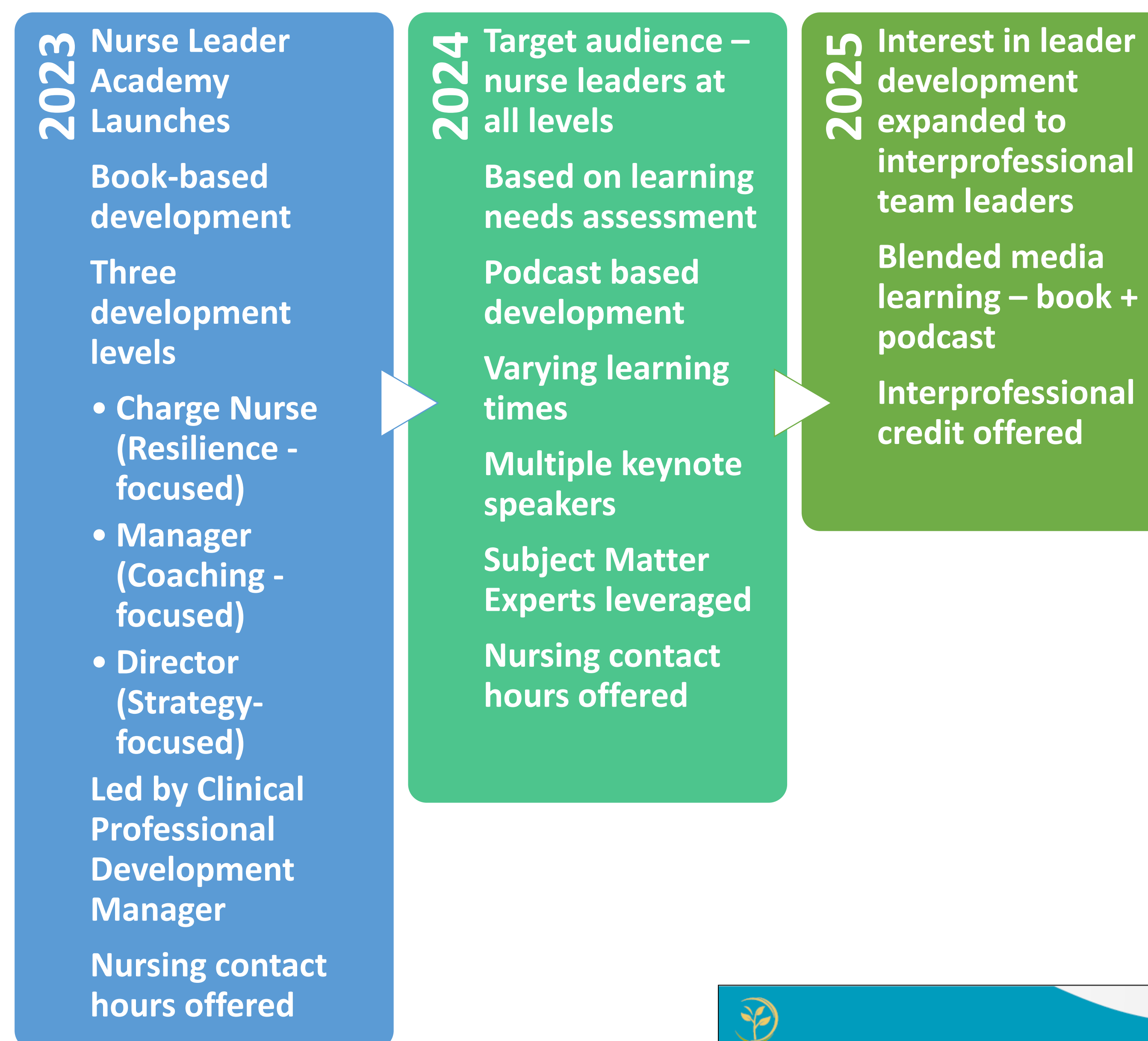
Logistics of distributing books to 1000 participants

Administrative burden of hosting 49 classes

Participants often didn't complete the reading

Methods of learning not conducive to learner needs

Program Progression



Outcomes

2023 Virginia Henderson Nurse Leader Academy Outcomes

	Charge Nurses	Managers, CQCs	Directors	Total
Total attendance, all sessions	429	309	198	936
Number of people who attended 1 or More	125	72	39	236
Number of people who attended 50% or More	66	47	18	131
Number of people who attended all sessions	8	3	0	11
# Sessions Offered	14	20	15	49
Number Invited	400	87	42	529

2024 Nurse Leader Development Podcast Based Outcomes

	# of Attendees	Evaluation question: I now have the strategy and/or skills to effectively manage complex challenges faced by nurse leaders. (5.0 Scale)
July: Innovation & Inquiry	64	4.18
August: Foundational Nurse Leader Skills	58	4.44
September: Professional Governance	57	4.42
October: Leading into the Future	71	4.64
# Sessions Offered	4	4.42 overall
Total attendance, all sessions	250	~

2024 Nurse Leader Development Podcast Based Outcomes

When asked for examples of how participants would change practice because of their engagement in the learning event, responses included:

"I plan to collaborate more to ensure that staff feel heard and valued and that their contributions are acknowledged."

"Strengthen our unit leadership through 1:1 mentoring with our clinical quality coordinators, strategic and regular meetings with the unit leadership team."

"Practice active listening and allow staff to be part of the resolution of issues is so valuable. I will start giving the 'why' behind changes that can or can't happen more intentionally. This will increase feelings of empowerment."

"I will initiate earlier discussions with staff about pending changes to allow as much time as possible for planning and preparing for the change... and do a better job about discussing the 'why'."

Resources & References

- References provided include:
- ✓ 2023 Nurse Leader Academy References
 - ✓ 2024 Nurse Leader Development References
 - ✓ Podcast Listening Plan

