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PURPOSE

Leadership Peer Support aims to prevent burnout, promote resilience, and foster a culture of well-being among nurse managers and other healthcare leaders. By providing a supportive network, it encourages self-care and fosters connection, helping leaders thrive in challenging healthcare settings.



SIGNIFICANCE

This nurse-driven initiative offers an innovative approach to safeguarding nurse leader well-being. It provides a peer network that combats burnout, fosters resilience, and supports relationships across different backgrounds. By creating a supportive community, the program enhances leadership effectiveness, reduces stress, and supports a culture of health, ultimately improving leadership retention in today's demanding healthcare environment.

IMPLEMENTATION

The idea for Leadership Peer Support came from a nurse leader. After completing training to become a peer lead, the leader drafted a meeting description and sent it to the organization's Leadership Council, highlighting the need for support around burnout and resilience in healthcare leadership.

On February 15th, 2022, the first Leadership Peer Support session was held, where group norms (confidentiality, respectful communication) and a meeting cadence of biweekly, 1-hour in-person sessions were established. New members are welcomed quarterly to build trust and camaraderie. The Responder Stress Continuum provides the structural foundation for the meetings.

INDIVIDUAL STRESS CONTINUUM

GREEN READY	YELLOW REACTING	ORANGE INJURED	RED CRITICAL
Healthy Sleep	Sleep Loss	Sleep Issues/ Nightmares	Insomnia
Healthy Personal Relationships	Distance From Others	Disengaged Relationships	Broken Relationships
Spiritual & Emotional Health	Change In Attitude	Feeling Trapped	Intrusive Thoughts
Physical Health	Fatigue	Exhausted	Anxiety & Panic
Emotionally Available	Avoidance	Physical Symptoms	Depression
Gratitude	Short Fuse	Emotional Numbness	Feeling Lost or Out of Control
Vitality	Criticism	Suffering	Thoughts Of Suicide
Room For Complexity	Lack of Motivation	Isolation	Blame
Sense of Mission	Cutting Corners	Burnout	Hopelessness
	Loss of Creativity		
	Loss of Interest		

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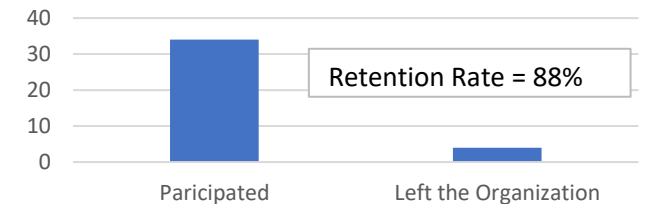


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RESULTS

The initial Leadership Peer Support session was a success, and the group has continued to meet biweekly for over two years. A total of 34 individuals have participated, with only 4 leaving the organization, resulting in a retention rate of 88%. Participants engage in different ways—some attend regularly, while others join as needed. This flexible approach has proven effective in providing support. The model is adaptable to larger healthcare systems, ambulatory care, and could be expanded to other industries, especially with a virtual option for remote teams

Leadership Peer Support Utilization



CONCLUSIONS

Leadership Peer Support emphasizes the importance of resilience and connection among nurse leaders. Its success shows the value of peer-driven support in reducing burnout and improving retention. This model can be applied in many settings, enhancing well-being for nurse managers and senior leaders alike.