



Problem/Background

A comprehensive review of learning needs assessments and surveys from inpatient and outpatient managers revealed the necessity of a peer-led manager development committee. This initiative would address identified key areas of need such as role development, education on finance, and crucial conversations, as well as the cultivation of loving-kindness for self. The need for this intervention aligns with the Magnet pillars of Transformational Leadership and Structural Empowerment and aligns with CS Nursing Strategic Goals to promote staff experience.

Project Purpose

- Align with newly established professional practice models and standards and to enhance the impact of leadership development, this initiative implemented a peer-led manager development committee. This committee, grounded in evidence from the American Organization for Nursing Leadership (AONL), provided comprehensive support for new managers.
- Survey insights on perceived impact of committee with score of 4 out of 5:
 - Overall experience, Recommendation, Quality of sessions, Impact on professional growth, Improving managerial skills

Methods/Implementations

- Endorsement of the Chief Nursing Officer
- Identifying and recruiting experienced nurse managers to form the core committee
- Designed a leadership development curriculum:
 - project work, workshops, seminars, and interactive sessions
 - focused on communication, decision-making, conflict resolution, and strategic planning
- Promoting the committee across the organization, soliciting participant engagement, coordinating and scheduling speakers, and regularly evaluating and refining the curriculum based on feedback.

Results

- Created standardized onboarding process for managers
- Demonstrate success in enhancing leadership development, achieving scores:
 - Overall experience: 4.8
 - Recommendation: 5
 - Quality of sessions: 5
 - Impact on professional growth: 4.6
 - Improving managerial skills: 4.2
- Slightly lower score in skill improvement indicates an area for further enhancement.

Conclusions

The establishment of a Peer-Led Leadership Development Committee for managers has significant implications for practice. It fosters continuous learning, aligns with best practices, and promotes decentralized leadership development, and democratizes access to resources across the organization. Emphasizing peer mentorship and collaboration, it drives professional growth and organizational success. Such initiatives are essential for nurturing adaptive and resilient leadership in a complex, dynamic landscape.



October meeting
Members learning through action about EBP and goal setting

**Associate Director
Orientation Checklist**

Name:		Start Date as AD:		Start Date:	
Title:	Associate Director	EID#			
Unit Name:		Cost Center #			
e-Mail:		Office Phone			
Cell #					
ASSOCIATE DIRECTOR'S SIGNATURE				DATE	
ASSOCIATE DIRECTOR'S PRECEPTOR'S SIGNATURE				DATE	
EXECUTIVE DIRECTOR'S SIGNATURE				DATE	

Directions:
 Within three months of hire or transfer, it is required all new employees be oriented to the organization, their individual department/unit, and job responsibilities. This form, or a customized version, is required to document that each employee has received a complete department orientation. Customizations must include all information found on the HR* form.

Supervisor submits completed Department Orientation Checklists to Human Resources within the three-month probationary period:
 00000000

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Project complete through the committee
Onboarding Checklist



Post-Intervention Survey Results

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References

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- Coogan, E., & Hampton, D. (2020). How does a new nurse manager orientation program impact competency and empowerment? *Nursing Management*, 51(12), 22-27. doi:10.1097/01.numa.0000694864.13579.bc