

Future Nurse Leaders: A Fellowship Story of Growth and Impact

Angela Huff MSN, RN, NPD-BC
Kayla Woods MSN, RN, CMSRN
Clinical Education and Professional Development

PURPOSE

To develop a nursing workforce supported through mentorship, retained through meaningful engagement, enhanced by professional development, and strengthened by a sustainable leadership pipeline.

BACKGROUND

The Clinical Education and Professional Development (CEPD) department is committed to growing nurses and the broader nursing team through professional development and advancement opportunities.

In 2015, CEPD designed the Nurse Leader Fellowship (NLF) program to foster aspiring nurse leaders.

In 2023, NLF was fully revised in response to rapid post-pandemic changes in the nursing landscape and evolving career expectations. The revision addressed the needs of the current generation of nurses seeking advancement opportunities beyond bedside care.

At the time of redesign:

- Bedside nurse turnover had reached an all-time high of 19.79% across the organization.
- Turnover among Nurse Leaders was rising at an accelerated rate.

INTERVENTIONS

Mentoring

- Structured Nurse Leader mentorship program for new and advancing nurses
- Introduction to a variety of Leadership roles

Career Development

- Program designed applying Evidence-Based retention strategies
- Leadership skill development

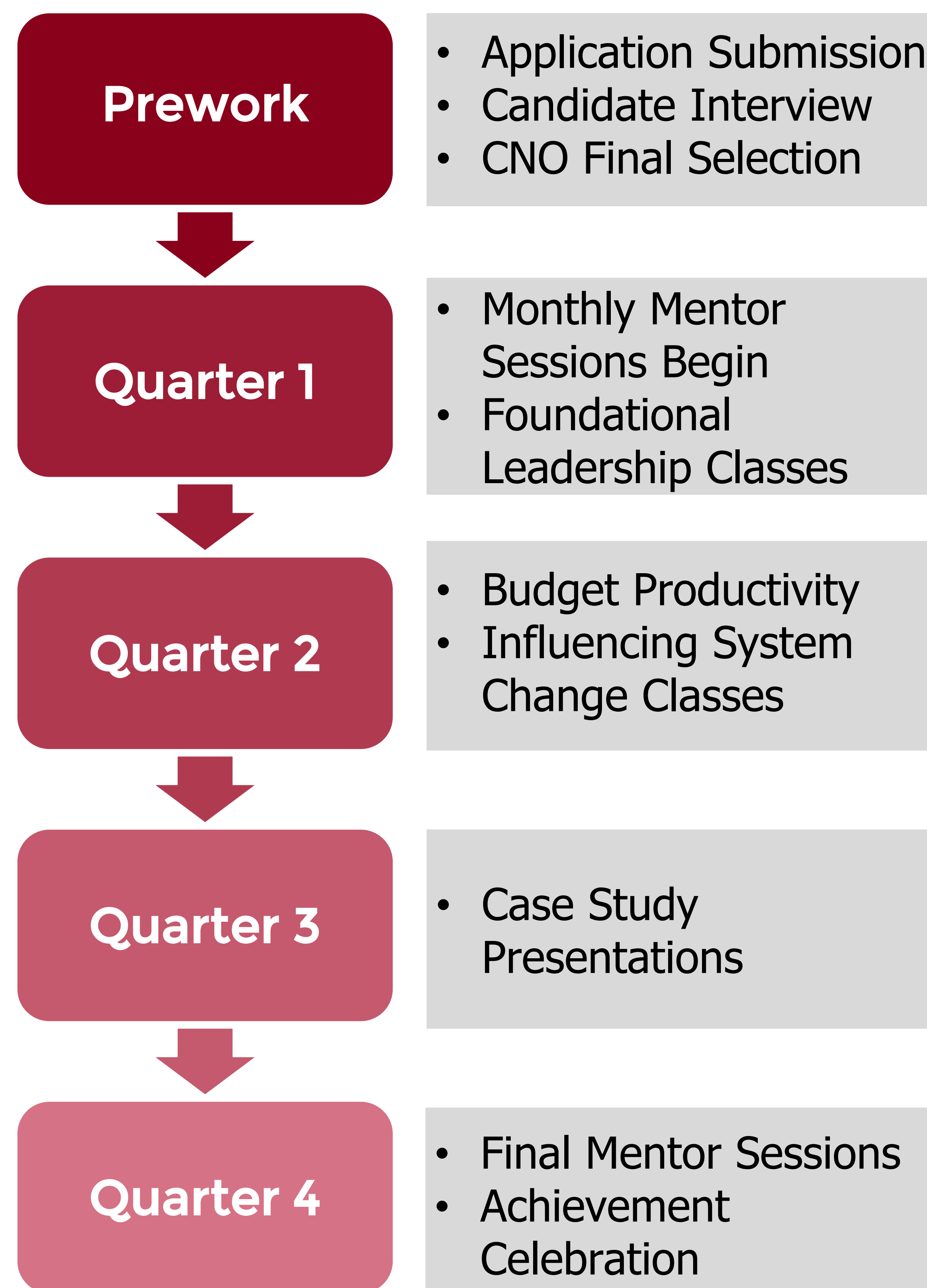
Work-Life Balance

- Flexible scheduling models
- On-Demand learning opportunities

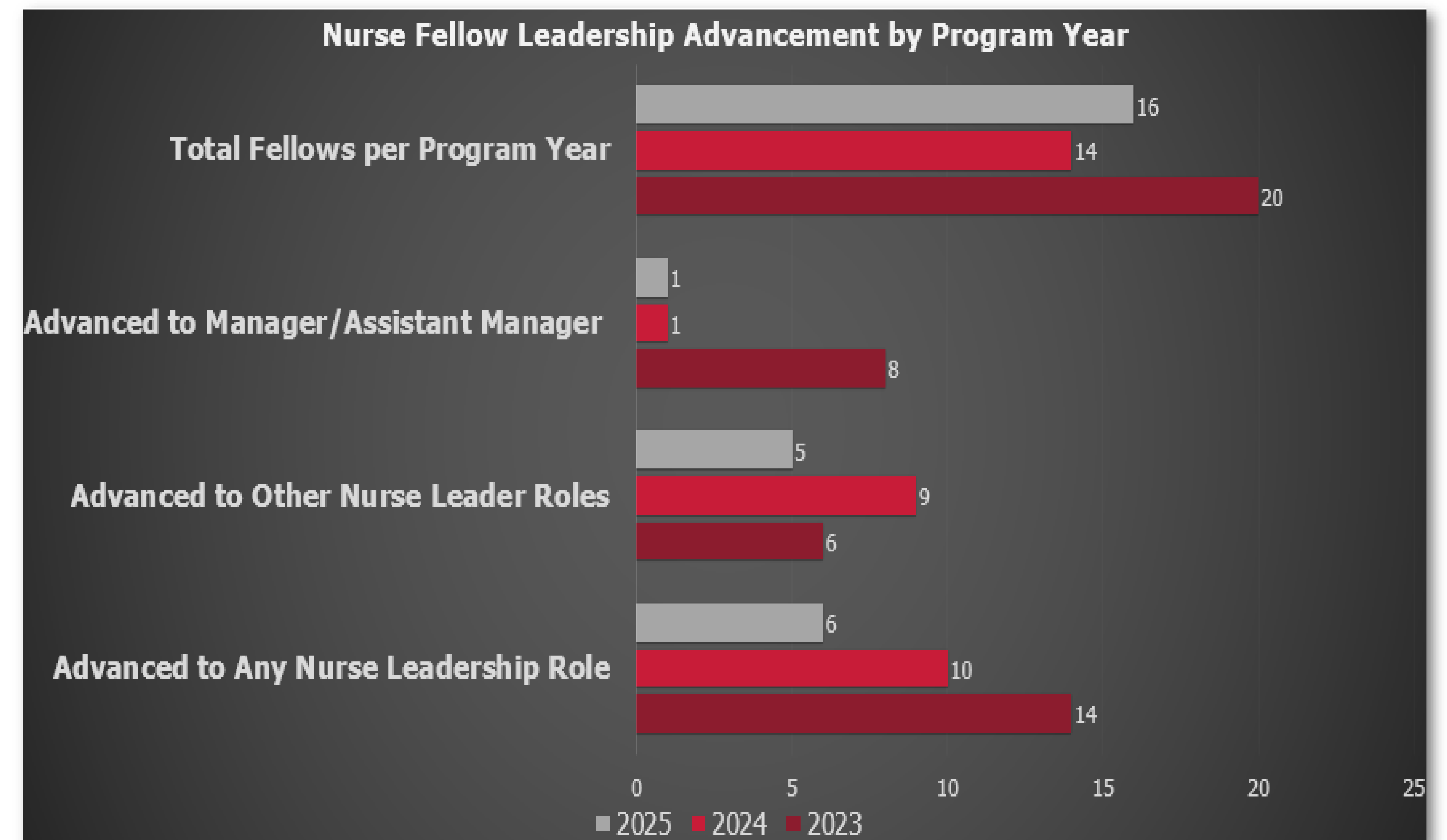
Nurse Leader Pipeline

- Strengthens organizational resilience
- Increased engagement and retention
- Development of internal talent

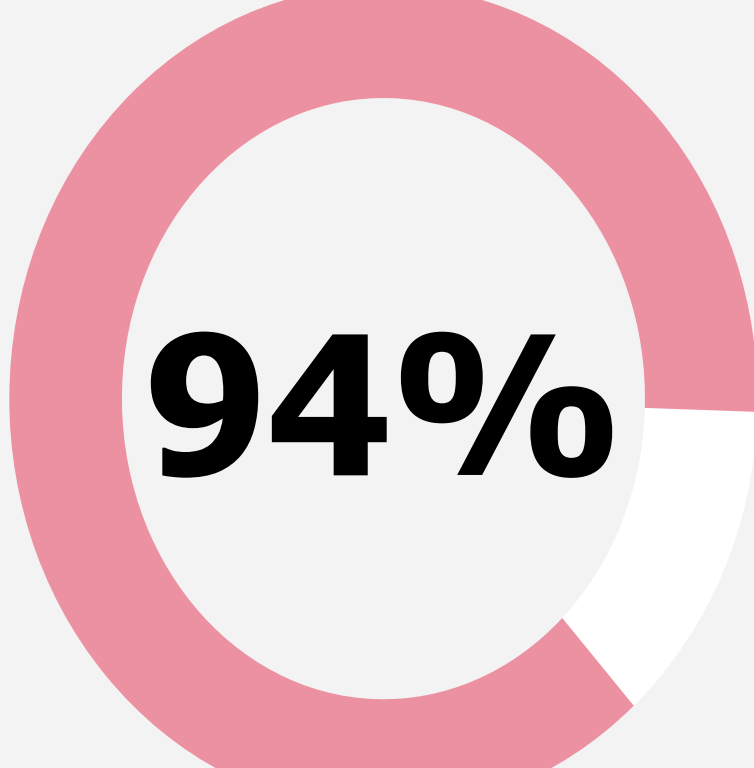
Program Framework



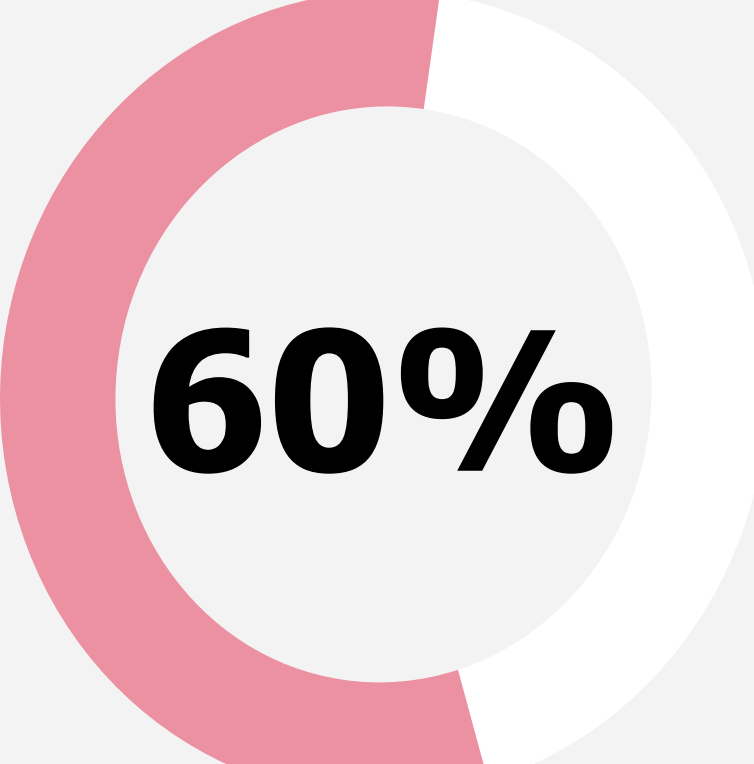
OUTCOMES




IMPACT



94%
Retention Rate
Over 3 years



60%
Advance into a
Leadership
Role



CONCLUSION

- ✓ By investing in professional development, mentorship, and structured leadership training, the program empowers nurses to see a clear and attainable career trajectory within the organization.
- ✓ The NLF program is a strategic investment in the future of nursing leadership by cultivating talent from within, fostering satisfaction, and strengthening retention.
- ✓ The program ensures a strong, capable, and inspired nurse leader workforce for years to come.

Program Information and References



AMERICAN ORGANIZATION FOR NURSING LEADERSHIP
INSPIRING LEADERS